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Analysis of Volunteering:

Results from the 1997 National Survey of Giving, Volunteering and Participating

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by Ekos Research Associates and
Canadian Policy Research Networks

April 1999

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Abstract

This report derives its conclusions about volunteering from an analysis of data from the 1997 National Survey of Giving, Volunteering and Participating. Almost one-third of working-age Canadians engaged in formal volunteering through recognized organizations in 1997 and close to three-quarters participated in informal volunteer activities. Formal volunteering is somewhat higher among females than among males and is relatively high for individuals aged 25 to 44. Participation in volunteering also rises with education and income and is associated with religiosity, prior volunteering as a youth, and other altruistic and civic behaviours such as giving to charities and participating in community activities. The participation rate is particularly high for part-time, temporary, term, contract and casual workers and for multiple-job holders. Almost all volunteers donated their time for causes in which they believed. Many volunteers were also motivated by work-related factors—to acquire work-related skills and to improve their chances of finding a job. Among youth aged 15 to 24, more than one-third volunteered in 1997 to gain the skills and experience necessary to ensure their success in the labour market.

The analysis describes three types of volunteers. Many non-standard workers are involved in volunteer activities because they have the time to contribute to what they perceive to be worthwhile causes. The second group is motivated in part to improve their job skills and think that volunteering has helped them obtain employment. Last, there is a third group who, while not necessarily looking to secure a job, find that volunteering helps to satisfy personal needs.

This paper is part of the series *Analysis of Volunteering* which is comprised of:

- *Results from the 1997 National Survey of Giving, Volunteering and Participating*
- *Employer Support for Employee Volunteerism*

Résumé

Les conclusions sur le bénévolat présentées dans ce rapport proviennent d'une analyse des données de l'enquête nationale intitulée *Enquête nationale sur le don, le bénévolat et la participation*. En 1997, près du tiers des Canadiens en âge de travailler participaient à des activités bénévoles par l'intermédiaire d'organisations reconnues et près des trois-quarts participaient à des activités bénévoles informelles. Un plus grand nombre de femmes que d'hommes et un plus grand nombre de personnes âgées de 25 à 44 ans participent à des activités bénévoles informelles. Le taux de bénévolat augmente avec le niveau d'études, de revenu et de conviction religieuse, le fait d'avoir été bénévole dans sa jeunesse et la présence d'autres comportements altruistes et civiques (dons à des organismes caritatifs et participation à des activités communautaires, par exemple). Le taux de participation est particulièrement élevé chez les personnes qui travaillent à temps partiel, celles dont l'emploi est temporaire ou de durée déterminée, les contractuels, les travailleurs occasionnels et les personnes qui cumulent des emplois. La plupart des bénévoles donnent de leurs temps à des causes auxquelles ils croient.

Plusieurs sont motivés par des facteurs liés au travail – l'acquisition de nouvelles compétences et l'amélioration de leurs possibilités de trouver un emploi. En 1997, plus d'un tiers des bénévoles âgées de 15 à 24 ans souhaitaient acquérir des compétences et une expérience qui leur permettraient de réussir sur le marché du travail.

L'analyse décrit trois types de bénévoles. De nombreux travailleurs atypiques sont bénévoles parce qu'ils ont du temps à consacrer à des causes qui leur tiennent à coeur. Les bénévoles du deuxième type sont en partie motivés par le désir d'améliorer leurs compétences et croient que le bénévolat les a aidés à trouver un emploi. Enfin, les personnes appartenant au troisième groupe ne sont pas nécessairement à la recherche d'un emploi et voient dans le bénévolat une façon de satisfaire des besoins personnels.

Ce document fait partie de la série *Analysis of Volunteering* qui comprend:

- *Results from the 1997 National Survey of Giving, Volunteering and Participating*
- *Employer Support for Employee Volunteerism*

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1. Introduction

1.1 Background

Volunteers are a valuable Canadian resource, who collectively make an important social and economic contribution to Canadian society. Unfortunately, until now we have had very little up to date data on the extent of this contribution, and researchers have had to rely on the 1987 Volunteer Activity Survey.[1] According to the results of the 1987 survey, 5.3 million Canadians (27 percent of the population aged 15 years and older) made formal volunteer contributions in 1986-1987, amounting to 1.018 million hours. This translates into the equivalent of 617,000 full-time workers, or $12 billion at minimum wage (Ross and Shillington 1990). Volunteers made a wide range of social and cultural contributions, including teaching, counselling, providing care, and fundraising. Informal volunteer contributions were made by another 13.2 million Canadians, helping neighbours, communities, or the environment.

A new database has recently become available — the 1997 National Survey of Giving, Volunteering and Participating (NSGVP). This database, as a supplement to the Labour Force Survey, provides a rich source of data on volunteering and on the links between volunteering and paid work. Although the 1987 Volunteer Activity Survey was also attached to the LFS, this link did not appear to be a major focus of the analysis that was undertaken at that time.

In the decade that has passed since the first survey was carried out, ongoing economic and labour market trends, new research into human resource development issues, and new developments in our political and cultural landscape have expanded our conception of the role of volunteering in Canadian society. We continue to recognize the importance of volunteering to the fostering and maintenance of social capital, but we now have reason to expect that volunteering also plays a greater role in the development of Canadians' human capital, and in the support of more successful labour market outcomes.

1.2 Purpose and Organization

The purpose of this report is to present the results of analyses conducted by Ekos Research Associates and Canadian Policy Research Networks of the NSGVP survey. Chapter Two of this document provides important baseline data about volunteers that serve as a foundation analysis for other parts of the analysis. In that chapter, we construct a profile of volunteers, analyze links between volunteer and paid activity, and observe changes that have occurred since 1987. Results

[1] There have been other surveys on volunteering, although none are considered to have produced databases as rich as the 1987 survey (Duchesne, 1989). A previous survey by Statistics Canada (1980) is thought to have underestimated the extent of volunteer work at the time, at 2.7 million people, or 15.2 percent of the population, volunteering an average of 2.9 hours weekly (Campbell, 1993). The 1980 survey is not comparable with the 1987 survey. Since the 1987 Statistics Canada survey, there have been several other attempts to quantify the extent of volunteering. A Decima Research study done as part of the IMAGINE campaign in 1991 found that roughly 8.5 million people (43 percent of Canadians aged 15 years or over) had been active as volunteers in the previous year. A subsequent 1991 internationally comparative study by the Children's Aid Foundation in England found that 25 percent of Canadian respondents had volunteered in the previous month. Finally, a survey by the Canadian Centre for Philanthropy found that 4.5 million Canadians, or 16 percent of the population, had volunteered for registered charities in 1994 (Sharpe, 1994).

of econometric modelling of the decision to volunteer in terms of demographic and labour market factors are presented.

Chapter Three examines the commitment and motivation behind volunteerism. Intensity of commitment is measured in terms of the number of hours devoted to volunteer activities and the number of organizations one volunteers for, while motivation is measured in terms of stated motivations and the ways in which volunteers become involved with organizations. Age, sex and other sociodemographic indicators are considered as mediating variables. Modelling is conducted to measure the relative importance of other characteristics on the dependent variable, including cohort membership.

Chapter Four assesses whether individual efforts to use volunteering to forge connections between paid and unpaid work activity have a significant impact on actual labour market outcomes (such as wage rates, attachment to the labour force, level of involuntary part-time employment, and skills acquisition). The labour market outcomes of volunteers with work-related expectations. The analysis includes a comparison of these results with the 1987 survey.

Chapter Five focuses on youth volunteers. In much the same way as we looked at the total population of volunteers in Chapter Two, this section constructs a profile of youth volunteers and assesses their motivations for, and commitment to, volunteering. The basic question is whether or not youth use volunteering as a way to enter paid employment. We also model youth's commitment to volunteering in terms of demographic and labour market factors and observe volunteering outcomes for youth.

2. Incidence of Volunteering

In this chapter, we examine the basic questions of who volunteers and what factors contribute to the decision to volunteer. The information provided in this chapter forms the basis for the discussion in subsequent chapters of this report. In this analysis, our basic measure is the volunteer incidence rate, also referred to as the volunteer (participation) rate, computed as the number of persons in a particular population subgroup who volunteered over the previous 12 months, taken as a percentage of the total number in the particular population group. The overall population base consists of those aged 15 years and older (the working age population). The incidence rates presented were calculated on the basis of weighted data collected by the 1997 National Survey of Giving, Volunteering and Participating (NSGVP) covering the period November 1, 1996 to October 31, 1997, which will be referred to as 1997 in this report. Some results from the 1987 Volunteer Activity Survey (VAS)[2] will be presented as well where the relevant comparative data exist. Unweighted data are used for the regression analyses. In this report, the emphasis will be on formal volunteering, i.e., giving of time to formal charitable and community organizations, but there will also be some evidence presented in this chapter on informal volunteering, i.e., giving of time individually and not through an organization.

The chapter is in five parts. In the first part, we present overall measures of volunteering. Second, there is a discussion of volunteering incidence, and the types of organizations and activities volunteers participate in, for population subgroups defined by various sociodemographic characteristics such as age, sex, education, marital status, family-related characteristics, province, ethnicity, immigrant status, and income. We do not spend much time on these results as many of them have been we examine the rate of volunteering for assorted variables associated with qualitative and historical dimensions of one's life, including religiosity and youth experiences with volunteering. In the fourth section, we turn to volunteer incidence results for various labour market variables such as hours of work, occupation and industry. In the final part of this chapter, we present the results of our modelling exercises, in which we endeavour to explain the incidence of formal volunteering in terms of various variables examined in the preceding sections.

2.1 Overall Measures of Volunteering

Before turning to the detailed results, we present a number of overall measures of volunteering in Exhibit 2.1. The first row indicates that almost one-third (31.4 percent) of the working age population in Canada volunteered their time to formal organizations in 1997; this represents an increase from the incidence rate of 27 percent ten years earlier. The second row indicates that almost three in four Canadians aged 15 years or older informally volunteered in 1997. This represents a gain of similar magnitude to the gain in formal volunteering since 1987 when the informal rate was 66 percent. Similar proportions of persons participated in both formal and informal activities and in neither of these activities (rows three and four). The next three rows indicate that the majority of persons do not expect to change the amount of volunteering they do next year.

[2] For the most part, 1987 volunteering rates were re-computed based on the raw data from the VAS. For technical reasons, these rates do not exactly correspond to rates published elsewhere based on the 1987 VAS (Duchesne, 1989; Hall, Knighton, Reed, Bussière, McRae and Bowen, 1998). But the differences are small and do not effect inter-group differences.

The next few rows of Exhibit 2.1 deal with time devoted to volunteering and the number of volunteer organizations and activities in which volunteers participate. Many of these variables will be dealt with in greater depth in the next chapter on commitment. Row eight indicates that persons, on average, volunteered about 150 hours during the previous year. Comparing this to the mean number of volunteer hours in 1987 (191)[3] indicates that, while a greater proportion of the population volunteered in 1997 than ten years earlier, the number of hours volunteered per person declined. Time pressures brought on by longer work weeks and dual- income families may be the reason the average number of hours committed to volunteering has fallen. Since people tended to volunteer for more than one organization (1.7), the number of hours given to each organization was less (91.3) than the total number of hours. The next row indicates that volunteers on average have spent close to 4.7 years with an organization, though it should be noted that this does not represent completed time with a particular organization but rather ongoing participation. Finally, we observe that volunteers on average participate in 3.5 different activities when volunteering.

EXHIBIT 2.1
Assorted Volunteer Indicators, Over Previous 12 Months, 1997

Indicator	1987	1997
Incidence of formal volunteering (%)	27.0	31.4
Incidence of informal volunteering (%)	66.0*	73.1
Incidence of both formal and informal volunteering (%)	**	27.8
Incidence of neither informal or formal volunteering (%)	**	23.3
Future volunteering intentions (% distribution):**		
Will be less	**	16.4
Will be about the same	**	63.8
Will increase	**	19.8
Mean number of hours volunteered	191*	148.7
Mean number of organizations volunteered for	**	1.7
Mean number of hours volunteered per organization	**	91.3
Mean of mean number of years volunteered with organizations (mean of up to three organizations)	**	4.7
Mean number of different activities volunteered in	**	3.5

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Based on Hall *et al.* (1998)
** Corresponding question not asked on 1987 survey.

[3] This is a published figure taken from Hall *et al.* (1998) because, for technical reasons, computations based on raw data from the 1987 VAS did not yield estimates of hours volunteered that came close to published figures.

2.2 Sociodemographic Correlates of Volunteering

We start this discussion off with an examination of volunteer incidence rates by age, sex, highest education level, and student status. The results presented in Exhibit 2.2 indicate that women are more likely to volunteer than men, that the rate of volunteering declines with age and rises with education level, and that, reflecting age patterns, students are more likely to volunteer than non-students. Similar patterns hold for informal volunteering. As for changes in formal volunteering over time, most population subgroups exhibited increases in volunteer rates to some degree, over the 1987-1997 period, with notably large increases being exhibited by youth (aged 15-24). The youth question will be explored in greater depth in Chapter Five of this report.

EXHIBIT 2.2
Percentage Incidence of Formal and Informal Volunteering by Gender, Age, Highest Educational Level, and Student Status, 1987 and 1997

Characteristic	Formal Volunteering		Informal Volunteering
	1987	1997	1997
Overall	27.0	31.4	73.1
Gender			
Male	25.0	29.4	70.9
Female	28.9	33.3	75.3
Age (years)			
15-24	20.4	32.9	76.6
25-34	27.6	28.4	77.5
35-44	36.6	36.5	76.7
45-54	30.8	35.4	73.3
55-64	25.7	29.7	73.5
65+	19.9	22.8	57.8
Education (highest level)			
Primary	14.0	13.0	50.3
Some high school	24.2*	25.5	73.5
High-school certificate		29.4	71.1
Some post-secondary	32.2	37.4	77.3
College	35.7	33.5	74.9
University	45.5	48.3	79.6
Student status**			
Full-time	27.4	38.2	77.8
Part-time	35.8	38.9	72.7
Non-student	29.9	31.8	75.2

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Those with some high school combined with those with a high school certificate in 1987.
** Question on student status not asked of 65+ year age group in 1997.

In Exhibit 2.3, we examine differences in volunteering by geographical area. In the first panel, we show that the formal volunteer rate in 1997 was highest in Saskatchewan (47.3 percent) and lowest in Quebec (22.1 percent).[4] Informal volunteering incidence varies less by province, i.e., all were between 73.1 (Ontario) and 79.7 (Manitoba) percent except for Quebec at 67.2 percent. The likelihood of formal and informal volunteering tends to be somewhat higher in rural than urban communities. Among urban areas of varying population sizes, formal volunteering is lower in areas with greater than 500,000 people (27 percent compared to 37 percent for rural areas). In particular, as the last panel of Exhibit 2.3 indicates, volunteer incidence is particularly low

EXHIBIT 2.3
Percentage Incidence of Formal and Informal Volunteering by Province, Rural/Urban-Size, and in Top Three Census Metropolitan Areas, 1987 and 1997

Geographical Area	Formal Volunteering		Informal Volunteering 1997
	1987	1997	
Overall	27.0	31.4	73.1
Province			
Newfoundland	25.6	33.4	74.1
Prince Edward Island	33.8	35.8	74.0
Nova Scotia	32.3	38.1	78.3
New Brunswick	29.8	34.4	74.9
Quebec	19.2	22.1	67.2
Ontario	25.8	32.0	73.1
Manitoba	37.9	39.9	79 7
Saskatchewan	37.6	47.3	74.4
Alberta	39.9	40.2	74.1
British Columbia	29.2	32.2	77.1
Rural/Urban-Size			
Rural		37.0	79.6
<15,000	32.7	36.4	75.8
15,000-29,999	30.3	34.6	77.0
30,000-99,999	28.6	34.0	74.2
100,000-499,000	26.9	34.8	78.3
500,000 plus	23.5	27.0	78.5
Top three census metropolitan areas*			
Toronto	*	26.4	64.0
Montreal	*	19.0	64.8
Vancouver	*	25.2	76.7

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Not asked on the 1987 survey.

[4] The low incidence reported in Quebec may reflect differences in the public policy environment as well as cultural differences.

among residents of the three largest metropolitan areas of Canada. These latter findings suggest that there may be a possible impact from competing influences in larger cities on the tendency to volunteer.

In Exhibit 2.4, we examine the role played by family in the incidence of volunteering. The results indicate that divorced and widowed persons are less likely to formally volunteer than couples and singles; the incidence of informal volunteering varies little across these groups. Mimicking the results by age, single persons, who are predominantly young, have exhibited the greatest increases in formal volunteering since 1987. The next panel of Exhibit 2.4 indicates that, perhaps surprisingly, persons with children (under 13 years of age) are more likely to volunteer than those without.[5] However, this may indicate that persons with young children, for whom spare time is likely a rare commodity, are nevertheless more likely to be drawn into activities that benefit their children such as educational and recreational activities. This is true of both formal and informal volunteering. Similarly, the final panel of Exhibit 2.4 indicates that the larger the household a person is in, the greater the likelihood of volunteering.

EXHIBIT 2.4
Percentage Incidence of Formal and Informal Volunteering by Marital Status, Family Status, and Household Size, 1987 and 1997

Characteristic	Formal Volunteering		Informal Volunteering
	1987	1997	1997
Overall	27.0	31.4	73.1
Marital Status			
Married or common-law	30.0	33.0	74.9
Divorced/widowed	21.6	24.6	74.6
Single, never married	23.0	30.8	73.1
Family status			
With children < 13 years	33.0	36.7	79.4
Without children < 13 years	23.5	29.6	72.7
Economic family/Household size (no. of persons)*			
1	23.4	25.6	66.3
2	24.3	28.0	72.0
3	24.4	29.5	71.8
4+	31.7	37.3	77.1

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Economic family in 1987, household size in 1997.

To this point, we have looked at the subject of volunteering according to the incidence of volunteering in various population sub-groups defined by different sociodemographic characteristics. Another way of looking at volunteering is to compare the characteristics of volunteers to the overall population. In Appendix A, we do just that for formal and informal

[5] It is interesting to note that having children under 5 years of age and over 18 years of age has little impact on the likelihood of volunteering. Those having children 6-12 and 13-17 years of age are equally likely to volunteer.

volunteers. The results reveal few differences among the three populations but the message is essentially the same as that which comes out of the examination of the volunteer incidence rates. Compared to the whole population, formal volunteers are somewhat more likely to be female, young, better educated, in school, married, not living in Quebec, living in rural areas, to be better off financially, and to be part of large households. Other results not shown indicate that formal volunteers are also more likely to be native-born Canadians, to have positive attitudes to volunteering, to have had a positive experience with volunteering as youth, and to have given to charity and participated in a community organization in the last year. As for informal volunteers, differences from the overall population are less striking. The most notable difference is for the rural-urban split: informal volunteers are greatly over-represented in large urban areas.

We now turn to the questions of what types of formal organizations and activities in which volunteers participate? To answer these questions, we confine the analysis to formal volunteers and show percentages of formal volunteers who volunteered in different organizations and activities. Bear in mind that respondents could have volunteered in more than one activity and organization; therefore, percentages may not necessarily sum to 100 percent.

For what types of organizations do Canadians volunteer? Exhibit 2.5 indicates that persons are much more likely, by far, to volunteer for cultural/recreational, social service, religious, and health organizations (in that order) than other types of organizations. Profiles of those who volunteer for the different organizations (not shown) indicate, first, few differences by sex, apart from the fact that women are more likely to volunteer for health organizations than men and *visa versa* for cultural and recreational organizations. Generally speaking, incidence patterns by age in the different organizations follow overall volunteering incidence patterns by age (rising until the 35-44 or 45-54 age groups and tailing off thereafter) except for social service and environmental organizations, for which there is little difference across age groups, and for religious organizations, for which incidence rises monotonically with age so that the highest incidence is recorded for the 65 and over age group. By education level, there appears to be no clear pattern for the different organizations. Noteworthy is the fact that incidence of volunteering is highest in religious organizations for those with only a primary school education, and in cultural and recreational organizations for those with some high school. For social service organizations, there is little difference by education. For many organizations, the incidence of volunteering is similar to that of volunteering overall (Saskatchewan the highest; Quebec the lowest). However, it is interesting to note that the incidence is highest, or among the highest, for Quebec residents in the areas of education and research, social service organizations, and housing organizations.

As for volunteering activities, Exhibit 2.6 indicates that the activities volunteers participate in are most likely to be organizing and supervising events; canvassing, campaigning and fundraising; and being an unpaid board or committee member. How do sociodemographic characteristics affect the incidence of different volunteering activities? The results (not shown) indicate few differences in volunteering activities between the sexes, apart from somewhat higher participation for women in canvassing and caregiving and for men in maintaining, repairing or building facilities. By age, we observe the same pattern as in overall formal activity: rising incidence until age 35-44 or 45-54 and trailing off thereafter. In fact, in some areas incidence continues to peak to the ages of 55-64 before trailing off in the senior years. Similarly, the incidence of different volunteering activities rose with education level as did the overall

EXHIBIT 2.5
Percentage of Formal Volunteers Volunteering in Different Formal Volunteer Organizations, 1997

Organization	Percentage of Formal Volunteers
Cultural/recreational	40.5
Education/research	7.2
Health	17.8
Social service	29.4
Environmental	4.2
Development/housing	7.4
Law/advocacy/political	4.8
Philanthropic/voluntary	3.8
International	1.4
Religious	21.2
Employer/employee/union	1.9
Other	1.2

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
Note: Since formal volunteers could report volunteering in one or more organizations, percentages will not sum to 100%.

EXHIBIT 2.6
Percentage of Formal Volunteers Volunteering in Different Formal Volunteering Activities, 1987 and 1997

Activity	1987	1997
Canvass/campaigning/fundraising	7.9	13.7
Unpaid board/committee member	5.5	12.1
Help to educate/influence/lobby	2.8	8.4
Organize/supervise events for organization	7.3	16.0
Consulting/executive/office/administration	4.9	8.8
Teach/coach for an organization	3.7	8.1
Providing care/support	3.7	7.3
Provide health care/hospital/seniors**	**	2.3
Assist in self-help group**	**	2.2
Collect/serve/deliver food	3.6	7.2
Maintain/repair/build facilities	2.3	4.8
Did driving for organization**	**	5.9
First-aid/fire-fighting/search and rescue	0.7	1.6
Protecting environment/wildlife	1.1	3.5
Other**	**	7.4

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
Note: Since formal volunteers could report volunteering in one or more activities, percentages will not sum to 100%.
** Question not asked in 1987.

incidence of formal volunteering activity, with differences particularly stark for the more popular activities. By family status, the overall volunteering incidence patterns holds, with divorced and widowed persons being the least likely to volunteer in most activities apart from caregiving and self-help activities. Once again, having young children increases the likelihood of volunteering activities apart from lobbying, consulting, providing food, and other activities. Activity incidence patterns by province mirror those for overall volunteering with Saskatchewan generally standing first and Quebec last. Finally, increases in volunteering in most activities since 1987 have been of roughly similar magnitude.

We now turn to an examination of the role played by language, ethnicity and immigration-citizenship status (Exhibit 2.7). The results indicate that, reflecting provincial patterns, Anglophones are more likely to have volunteered in 1997 than Francophones, particularly in the case of formal volunteering. Other results (not shown) by province, indicate that differences in volunteer incidence rates of a lesser magnitude exist in New Brunswick and Quebec, but the differences were negligible in other provinces where there is a significant francophone population: Ontario and Manitoba. Finally, we observe that non-citizens and landed immigrants are less likely to volunteer than native Canadians.

EXHIBIT 2.7
Percentage Incidence of Formal and Informal Volunteering, by Language Interview, Citizenship, and Landed Immigrant Status, 1997

Characteristic	Formal Volunteering	Informal Volunteering
Overall	31.4	73.1
Language		
English	34.4	75.0
French	22.1	67.3
Citizenship		
Canadian by birth	33.7	76.5
Canadian by naturalization	23.4	64.5
Non-citizen	19.8	52.5
Immigrant status		
Canadian	33.7	76.5
Been landed immigrant	21.9	61.2
Never been landed	34.7	69.2

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

The final sociodemographic variable that we associate with volunteering is income. In Exhibit 2.8, we show that the incidence of formal volunteering tends to rise with annual income levels, both at the personal and household levels, apart from the fairly high rate (30.8 percent in 1997) recorded for those with personal income of less than $10,000 annually. Formal volunteer incidence rates by household income level have changed very little since 1987 (column one of Exhibit 2.8) and informal volunteer incidence rates vary little across personal and household income levels (column three).

EXHIBIT 2.8
Percentage Incidence of Formal and Informal Volunteering, by Personal and Household Income, 1987 and 1997

Income Level	Formal Volunteering		Informal Volunteering 1997
	1987	1997	
Overall	27.0	31.4	73.1
Personal income ($)*			
<10,000	*	30.8	69.2
10,000 - 19,999	*	23.9	76.1
20,000 - 29,999	*	29.9	70.1
30,000 - 39,999	*	34.4	65.6
40,000 - 49,999	*	38.2	61.8
50,000 - 59,999	*	41.3	58.7
60,000 - 79,999	*	40.4	59.6
80,000 plus		48.8	51.2
Household income (current $)			
< 20,000	20.7	21.7	63.4
20,000 - 39,999	28.1	28.6	71.2
40,000 - 59,999	38.9	33.3	76.1
60,000 - 79,999	39.6	36.3	71.2
80,000 plus		44.0	69.5

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Not asked on the 1987 survey.

2.3 Assorted Qualitative and Historical Correlates

The discussion in this section begins with a consideration of link between volunteering and youth experiences and general attitudes towards volunteering. Exhibit 2.9 indicates that persons are much more likely to volunteer, both formally and informally, if they had positive experiences as youth towards volunteering than if they did not have such experiences. For example, those who participated in a youth group were almost twice as likely to formally volunteer than those who did not (41.5 versus 21.6 percent). Not surprisingly, the second panel of Exhibit 2.9 indicates that persons who believe there are benefits for volunteering and charity are more likely to volunteer, with the difference particularly great for formal volunteering. Similarly, those who believe there are too many charitable organizations are less likely to formally volunteer than those who do not believe this (last row of Exhibit 2.9); the reverse is true for informal volunteering.

What role does religion play in the decision to volunteer? Exhibit 2.10 indicates that the probability of volunteering rises with religiosity, particularly for formal volunteering. This is true whether religiosity is measured by the frequency of attending place of worship (panel 1) or by perceived religiosity (panel 2). For the latter, the same pattern held in 1987, with similar increases in incidence recorded in each category since then. For example, the incidence of volunteering among persons who never attend their place of worship is 22.8 percent, a rate which

rises steadily with frequency of attendance to over 46 percent among those who attend at least once a week.

EXHIBIT 2.9
Percentage Incidence of Formal and Informal Volunteering by Youth Experience and Attitudes, 1997

Characteristic	Formal Volunteering	Informal Volunteering
Overall	31.4	73.1
Youth experience (yes vs. no)		
Participated in organized team	37.3 vs. 22.9	80.9 vs. 62.6
Belonged to youth group	41.5 vs. 21.6	83.5 vs. 63.7
Volunteered	41.2 vs. 24.0	84.3 vs. 65.1
Saw admired person volunteer	38.4 vs. 23.5	81.2 vs. 64.5
Was helped in past	38.8 vs. 23.7	82.6 vs. 64.0
Active in student government	50.6 vs. 28.0	86.5 vs. 71.2
Active in religious org.	44.8 vs. 26.1	83.3 vs. 69.6
Parent(s) volunteer	43.1 vs. 23.4	84.1 vs. 66.1
Attitudes to charity (agree vs. disagree)		
"Community benefits from volunteering, charity"	32.9 vs. 17.8	74.6 vs. 66.2
"Don't feel like giving because too many organizations"	29.4 vs. 35.6	74.5 vs. 72.8

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

EXHIBIT 2.10
Percentage Incidence of Formal and Informal Volunteering, by Religious Activity and Religiosity, 1987 and 1997

Characteristic	Formal Volunteering		Informal Volunteering
	1987	1997	
Overall	27.0	31.4	73.1
Frequency attending religious services*			
At least once a week	*	46.5	77.7
At least once a month	*	36.4	76.8
At least 3/4 times a year	*	29.4	74.5
Once a year	*	26.5	74.2
Not at all	*	22.8	72.7
Perceived religiosity			
Very observant	41.4	44.3	76.0
Somewhat observant	29.1	33.7	78.1
Not very observant	21.4	25.9	68.4
Not at all observant	19.5	26.3	69.4

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Question not asked in 1987.

We next examine the link between volunteering and other (non-employment) activities (Exhibit 2.11). First, there is a high degree of association between formal and informal volunteering, as the formal volunteer rate for informal volunteers is almost three times the rate for those who are not (38.0 *versus* 13.3 percent). Second, there is a similarly strong link between formal (and informal) volunteering and giving to charitable organizations. Third, formal volunteering and participating in various third sector organizations are strongly associated. This is shown by the fact that the incidence of formal volunteering among those who participate in the different organizations is almost twice that of those who do not. Note in particular, the large differences between those who do, and do not, participate in civic, community and school organizations. For informal volunteering, the incidence is also higher for those who participate than for those who do not, but the differences are not as great as they are for formal volunteering. Finally, as might be expected, watching television and volunteering are negatively correlated.

EXHIBIT 2.11
Percentage Incidence of Formal and Informal Volunteering, by Incidence of Informally Volunteering, Giving, Participating in Community Organizations, and Watching Television, 1997

Participation Activity	Formal Volunteering	Informal Volunteering
Overall	31.4	73.1
Informal volunteering (yes vs. no)	38.0 vs. 13.3	N/A
Giving (yes vs. no)	36.5 vs. 13.2	80.6 vs. 46.6
Participating in community organization (yes vs. no)		
Service/fraternal organization	52.3 vs. 28.8	82.2 vs. 72.7
Union/professional association	43.1 vs. 28.8	84.4 vs. 70.9
Political organization	57.3 vs. 30.5	89.0 vs. 72.9
Cultural/educational/hobby	57.8 vs. 28.8	88.0 vs. 71.9
Sports/recreational association	54.0 vs. 26.4	87.3 vs. 70.3
Religious group	58.2 vs. 27.5	85.6 vs. 71.6
Civic/community/school org.	66.0 vs. 27.9	89.3 vs. 71.8
Other	53.2 vs. 30.8	86.6 vs. 73.0
In any community organization	46.6 vs. 15.8	83.4 vs. 63.2
Weekly hours watching television		
< 5	36.9	74.8
5-14	32.8	74.4
15-29	27.9	72.9
30 plus	21.6	67.9

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

How long one has lived in a community appears to be moderately associated with volunteering. Exhibit 2.12 indicates that less than one-quarter of persons living in a community between one and two years formally volunteer compared to about one-third of those living in a community over five years. Those in the community 1-2 years are the least likely to formally volunteer and, as the second column indicates, to informally volunteer.

EXHIBIT 2.12
Percentage Incidence of Formal and Informal Volunteering by Time Living in Community, 1997

Time Living in Community	Formal Volunteering	Informal Volunteering
Overall	31.4	73.1
One year or less	27.1	77.6
More than 1, up to 2 years	23.5	67.7
More than 2, up to 5 years	27.8	73.4
More than 5, up to 10 years	32.6	73.7
Over 10 years	33.9	74.2

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

2.4 Labour Market Correlates of Formal Volunteering

We complete the descriptive bivariate analysis with an examination of how various labour-market characteristics are related to formal volunteering. In this chapter, we treat a range of labour market variables as predictors of volunteering. In particular, we look at such volunteer correlates as weekly work hours, job tenure, industry, occupation, and labour force characteristics of the household and spouse. Not shown are volunteer incidence rates by establishment size and union status, as there is very little variation among persons categorized according to these variables. Volunteer incidence rates by labour force status, part-/full-time status and hourly earnings levels are discussed in Chapter Four, (although the first two are introduced as controls into our regression equations at the end of this chapter).

In Exhibit 2.13, we focus on the employed and compare formal volunteering incidence across different categories of usual weekly work hours and job tenure. It is expected that volunteer activity will likely decline with how many hours one works in a week. The results indicate that the incidence of formal volunteering, in fact, tends to fall with the number of hours worked in a week, suggesting those with fewer work hours have more time to volunteer. However, for those who work long hours, i.e., over 50 hours a week, the volunteer rate rises to a level higher than for those working 30-39 hours. Comparing results to 1987, we observe significant increases in incidence for those working fewer hours. Also, as for tenure, the expectation is that the longer persons are in their jobs, the more secure they might feel in allowing some time for volunteering. As the third panel of Exhibit 2.13 indicates, however, formal volunteering is only modestly linked with job tenure.

We next examine the link between occupation and formal volunteering. Exhibit 2.14 indicates a wide range of volunteer incidences across occupations. The volunteer rate is relatively high for those in social science, religious, and teaching occupations (over 50 percent) and relatively low for those in material handling, machining, and product fabricating, assembling and repair (under 20 percent). The notable exceptions among "blue collar" occupations are mining and farming where volunteer rates are relatively high. Overall, reflecting patterns by education level observed above, the volunteer rate tends to be above average for high-skilled white collar occupations, about average for lower-skilled white collar occupations, and below average for those in blue collar occupations.

EXHIBIT 2.13
Percentage Incidence of Formal Volunteering, by Usual Weekly Work Hours, Main and All Jobs, and by Job Tenure, 1987 and 1997

Hours Worked and Months of Tenure	1987	1997
Overall (employed)	29.1	34.3
Usual weekly work hours (main job)		
1-9	24.6	48.7
10-29	32.8	42.6
30-39	29.9	35.3
40-49	32.1	28.0
50 plus	31.0	37.2
Usual weekly work hours (all jobs)*		
1-9	*	49.0
10-29	*	43.2
30-39	*	35.1
40-49	*	29.0
50 plus	*	36.0
Job tenure		
6 months or less	26.8	34.2
Over 6 months, up to 1 year	24.6	31.4
Over 1 year, up to 5 years	21.5	31.1
Over 5 years, up to 10 years	29.2	35.5
Over 10 years	33.4	37.3

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Not asked on the 1987 survey.

Since 1987, volunteering incidence has risen in the majority of occupational categories. Significant increases were recorded in social science and service occupations as well as a number of blue collar occupations like farming, forestry, mining, construction and other crafts. This means that the gap in volunteering incidence between the blue and white collar occupations has diminished over the 1987-1997 period.

Is there a link between the type of paid activity (occupation) and the type of unpaid (volunteer) activity? In Exhibit 2.15, we show the proportions of volunteers in each occupation who volunteer in different activities. Note that the percentages do not add across to 100 percent because respondents to the survey could indicate more than one volunteering activity. Our expectations are that there likely is a link between the nature of paid and volunteer activities, though it is conceivable that some may wish to pursue volunteer activities different from paid activities to broaden their horizons or to do "something completely different."

EXHIBIT 2.14
Percentage Incidence of Formal Volunteering, by Occupation, 1987 and 1997

Occupation	1987	1997
Overall (employed)	27.0	34.3
Managerial, admin.	39.0	38.7
Science, math., engineering	31.2	35.5
Social science	48.0	62.1
Religion	59.3	69.5
Teaching	55.6	54.9
Medicine, health	36.8	39.7
Artistic, literary, recreational	37.9	44.1
Clerical	28.5	34.9
Sales	29.2	35.8
Service	23.6	32.6
Farming etc.	33.8	42.1
Fishing, trapping	24.5	20.3
Forestry	23.7	35.6
Mining, oil, etc.	27.1	43.3
Processing	17.4	23.2
Machining	18.0	18.2
Product fab., assemble, repair	17.5	19.8
Construction	21.8	31.3
Transport equipment op.	17.6	21.5
Material handling	17.1	16.0
Other crafts, etc.	23.4	38.0

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Results in Exhibit 2.15 indicate, first, that those in religion are most likely to volunteer in most volunteering activities, as they were to volunteer generally as shown in Exhibit 2.14. Second, certain expectations are corroborated by the results in Exhibit 2.15 such as organizing/ supervising being popular among managers, teaching among teachers, care-giving for those in social sciences (including social workers), health care for those in medicine and health, building and maintaining facilities for those in construction, fire-fighting/first-aid and environmental protection for those in forestry. On the other hand, Exhibit 2.15 reveal certain "surprises": organizing and supervising are not as popular among managers as they are in other occupations; driving and collecting/providing food are popular activities among social scientists; and consulting/office work and being an unpaid committee/board member are popular among forestry workers.

EXHIBIT 2.15
Percentage of Formal Volunteers Employed in Different Occupations by Volunteer Activity, 1997

Occupation/Activity* —>	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Overall (employed)	**13.7**	**12.1**	**8.4**	**16.0**	**8.8**	**8.1**	**7.3**	**2.3**	**2.2**	**7.2**	**4.8**	**5.9**	**1.6**	**3.5**	**7.4**
Managerial, admin.	19.0	19.1	12.6	24.0	15.8	12.4	8.2	1.3	2.6	8.1	5.6	8.7	1.7	4.7	7.5
Science, math., eng.	13.4	14.0	10.4	19.7	13.4	9.7	6.2	0.6	1.4	5.1	5.6	6.7	2.0	3.2	7.9
Social science	26.0	28.6	28.3	38.3	22.1	17.9	24.0	3.9	7.2	15.9	6.8	13.7	1.6	4.5	12.2
Religion	28.5	43.8	33.5	34.3	25.4	27.1	43.2	7.5	25.5	26.2	12.9	19.2	2.0	3.1	23.0
Teaching	24.9	28.0	22.1	32.6	21.2	23.7	11.2	2.8	3.0	13.0	7.2	9.7	3.5	7.9	15.2
Medicine, health	18.8	16.2	12.0	21.5	10.1	10.4	10.2	8.2	3.7	9.4	2.7	7.7	3.6	4.0	8.3
Arts., lit., rec'n	18.1	13.7	13.5	27.2	12.7	12.7	9.0	1.0	4.9	10.8	5.5	8.7	1.6	4.0	11.1
Clerical	17.4	12.2	8.2	17.3	11.1	7.6	6.0	2.3	1.5	8.0	3.6	5.8	1.0	2.7	8.5
Sales	16.5	12.8	9.5	18.2	10.2	10.8	7.8	2.0	2.7	6.7	5.4	7.3	1.1	4.3	9.4
Service	15.6	10.1	7.9	15.6	6.9	8.0	7.2	2.3	2.5	7.6	4.9	5.6	2.1	3.5	7.6
Farming etc.	18.0	23.0	10.6	24.7	10.5	8.2	7.1	2.5	3.1	8.9	13.7	13.2	2.0	5.6	9.5
Fishing, trapping	6.4	10.7	10.5	12.9	4.2	2.8	1.8	1.2	0.6	3.8	6.4	4.5	5.1	2.1	1.9
Forestry	16.6	20.6	16.6	23.2	14.2	14.2	3.3	1.6	1.9	5.0	11.8	19.6	8.4	7.5	2.0
Mining, oil, etc.	14.3	7.3	14.1	13.0	9.7	12.3	9.0	2.3	4.8	10.9	12.8	6.2	6.0	7.9	8.5
Processing	10.1	6.1	4.9	9.3	3.6	8.5	4.9	0.1	1.8	4.4	4.5	5.8	2.4	2.4	4.1
Machining	7.0	8.7	6.8	9.8	2.8	3.6	3.2	0.6	0.9	1.9	3.3	4.2	0.8	3.7	3.7
Prd fab., ass'ble, rep.	7.3	7.7	4.0	10.3	4.2	6.8	4.1	1.0	1.6	2.9	4.9	5.8	2.4	2.4	3.2
Construction	10.5	10.7	6.1	15.5	7.5	11.9	5.4	0.9	2.1	6.1	12.0	9.6	3.0	3.9	4.9
Transport eqp't op.	9.2	8.4	6.2	12.4	4.7	7.1	5.2	1.4	1.9	4.3	3.8	6.9	3.1	2.7	2.8
Material handling	6.6	4.2	3.7	7.4	2.1	4.5	3.3	0.3	1.3	3.2	3.6	2.0	0.8	1.9	2.1
Other crafts, etc.	16.8	12.6	17.3	24.6	9.8	8.9	8.5	0.2	2.0	6.1	6.9	9.6	0.6	0.0	9.8

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* **A** = canvassing, campaigning, fundraising; **B** = unpaid member of a board, committee; **C** = educate, influence, lobby; **D** = organize, supervise events; **E** = consulting, executive, office, admin.; **F** = teach, coach; **G** = provide care, support; **H** = provide health care, hospital, seniors; **I** = assist a self-help group, AA, single parents; **J** = collect, serve, deliver food; **K** = maintain, repair, build facilities; **L** = driving; **M** = first-aid, fire-fighting, search and rescue; **N** = environment or wildlife protection; **O** = volunteer any way not mentioned.

Contrary to the large amount of variation in volunteer incidences across occupations, there are no great differences across industries. This is true in both 1987 and 1997, with increases of similar magnitude in all industries except public administration where the increase was relatively small (Exhibit 2.16). As the exhibit indicates, the rate of volunteering is highest in community services (47 percent) and agriculture (44.1 percent) and the lowest in manufacturing (23 percent). This to a great extent reflects some of the patterns observed above by occupation.

EXHIBIT 2.16
Percentage Incidence of Formal Volunteering, by Industry, 1987 and 1997

Industry	Formal Volunteering	
	1987	1997
Overall (employed)	29.1	34.3
Agriculture	36.5	44.1
Other primary	28.6	28.7
Manufacturing	19.9	23.0
Construction	22.8	30.0
Trans., comm., util.	25.4	31.0
Wholesale and retail trade	24.4	30.3
Finance, insce, real estate	32.0	40.5
Community (health/welfare) services	41.7	47.0
Business/personal services	25.7	33.8
Public administration	37.8	41.2

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

We conclude the discussion with an examination of how labour market characteristics of the household and spouse may be linked to an individual's decision to volunteer. The first two panels of Exhibit 2.17 indicate that the greater the number of employed (or the lesser the number of unemployed) persons in a household, the more likely a person will volunteer. Similarly, the third panel of Exhibit 2.17 indicates that persons with a spouse who is jobless are less likely to formally volunteer; for informal volunteering, the difference is not as great. These results imply that the presence of other employed persons in the household reduces time pressures on individuals.

EXHIBIT 2.17
Percentage Incidence of Formal Volunteering, by Number of Employed and Unemployed Persons in Family/Household and by Labour Force Status of Spouse, 1997

Characteristic	Formal Volunteering		Informal Volunteering 1997
	1987	1997	
Overall	27.0	31.4	73.1
Number of employed persons in economic family/household*			
0	20.8	24.0	64.1
1	27.2	30.1	73.8
2	30.1	36.0	78.3
3 or more	27.8	35.6	74.4
Number of unemployed persons in economic family/household*			
0	27.5	31.8	73.1
1	23.3	29.1	74.4
2 or more	19.3	19.8	67.0
Labour force status of spouse**			
Employed full time	**	36.2	78.2
Employed part time	**	41.4	76.2
Unemployed	**	28.7	75.7
Not in labour force	**	27.5	69.7

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* In economic family in 1987 and in household in 1997.
** Not asked in 1987 survey.

2.5 Modelling Results

While we have shown above in the bivariate analyses that the decision to volunteer is associated with a large number of sociodemographic and labour-market variables, we still do not know if certain variables are merely acting on volunteering indirectly through other variables. In order to determine this, we ran logistics regressions on formal volunteering, a maximum likelihood technique otherwise known as logits, which, like all types of regressions, permit the analyst to sort out the impacts of various factors on the dependent variable in question. In this case, the dependent variable was formal volunteering, the binary (yes/no, 1/0) variable we used in the cross-tabulations, and logits are typically used when the dependent variable is not continuous. The use of logits permitted us to identify the impact of individual variables on the probability of formally volunteering, while holding the influences of the other contributing variables constant. Since, as mentioned, variables often act on the hypothesized dependent variable through other variables, multivariate regressions often reveal that the impact of a particular variable on a dependent variable, which was seemingly significant based on bivariate analysis, is in fact not significant.

In the present analysis, we use logits to regress formal volunteering (FVOL) on a series of variables selected (and slightly altered) from the ones we have observed in the simple cross-

tabulations above. We use the Logistic Regression procedure of the SPSS statistical analysis software package. Each categorical variable with more than two categories is automatically converted to a set of corresponding "dummy" or binary variables by SPSS, with a "reference" variable from each group being omitted from the equation. The regressions were run on the unweighted data because we had also entered variables into the equations that figured in the weights (region, etc.).

We entered the variables into the equations in three blocks: first, major sociodemographic variables like age, sex and education; then, a set of "outcome" variables including labour-market and quality of life outcomes (which are treated in greater depth in Chapter Four); and finally a set of activity variables.[6] The reason for introducing the variables in blocks is to see if each successive set adds significantly to the explanation of the likelihood of volunteering and to observe whether the impact of seemingly significant variables is altered by the impact of other variables. We introduce the activity variables because many of them, as we show below, are almost identical to the formal volunteer variable itself. We wanted to see if there was "anything left over" to be explained by these variables, i.e., we did not want the influence of these variables to overwhelm that of the other variables. Note that, because most variables entered are dummy variables, the sizes of the logit coefficients of the entered variables reflect the relative size of the contribution the corresponding variable makes to the dependent variable.

Each set of variables, which are categorical variables unless otherwise indicated, is as follows:

- Major sociodemographic variables (what we called the Basic Sociodemographic block):
  - Sex: male *versus* female;
  - Age: 25-34, 35-44, 45-54, 55-64, 65 + *versus* 15-24;
  - Education: high-school certificate, some post-secondary education, college certificate/ diploma, university education *versus* primary or some secondary education;
  - Student: attending school *versus* not;
  - Region: Atlantic, British Columbia, Prairies, Quebec *versus* Ontario;
  - Rural-urban: small urban and large urban (< and > 100,000 population) area *versus* rural area;
  - Marital status: married/common-law, divorced/widowed *versus* single;
  - "Kids": with children less than 13 years of age *versus* not;
  - Citizenship: Canadian citizen by birth *versus* not;
  - Religiosity: very religious *versus* not;

[6] Another variable that has been shown to affect volunteering is local labour market conditions: the higher the unemployment rate, the higher the incidence of volunteering. However, for confidentiality reasons, the file used in this analysis did not have a measure of the local unemployment rate (MacDonald, 1996).

- Household income (before taxes): $20-40,000, $40-60,000, $60-80,000, and $80,000 plus *versus* < $20,000; and
- Household size: continuous variable measuring number of persons in household.

- "Outcome" variables (the Outcome block):
  - Employment status: part-time employed, unemployed, not in the labour force *versus* full-time employed; and
  - Quality of life: very and somewhat satisfied with life *versus* somewhat and very dissatisfied with life.

- "Activity" variables (the Activity block):
  - Giving: giving to a charity *versus* not;
  - Participating: actively participating in one or more community organizations *versus* not;
  - Youth-experience: volunteered as a youth *versus* not;
  - "Attitude": believe community benefits from volunteering and charity *versus* not.

Exhibit 2.18 presents the results of the logit regressions in three models corresponding to how we have introduced the variables in blocks. Note that only the coefficients of variables with a statistically significant coefficient at the five percent level (or less) are presented in the table. Note for the first model (column one, "Basic") that the -2 Log Likelihood (-2 LL) statistic is significant, which indicates that the variables entered so far into the equation make a significant contribution to the explanation of formal volunteering, compared to an equation with none of the variables except a constant term. Similarly, the model Chi-square statistic is significant, meaning that this model or set of variables (as a group) that have been entered so far makes a significant contribution to the explanation of the probability of volunteering. Here, the model Chi-square tests the null hypothesis that the coefficients for all terms of the current model (model 1, column 1), except the constant term, are zero (0). The third statistic, the block Chi-square indicates what contribution the set of variables entered in the current block made to the explanation. For the first Basic set of variables, this is equivalent to the model Chi-square statistic, but in subsequent phases the block chi-squared can be seen as the incremental or improvement derived from the current set of variables, while the model Chi-square can be seen as the cumulative chi-squared for all variables, except the constant term, that have been entered to that point.

EXHIBIT 2.18
Logistic Regression Coefficients with Formal Volunteer as the Dependent Variable, 1997 (Unweighted NSGVP Data)

	Basic 1	Outcome 2	Activity 3
Gender (male vs. female)	-0.271**	-0.219**	-0.200**
Age (vs. youth, 15-24)			
25-34	—	—	—
35-44	0.369**	0.434**	0.294**
45-64	0.418**	0.447**	0.258**
65 +	0.269**	0.239**	—
Highest education level (vs. primary/some HS)			
High-school certificate	0.464**	0.445**	0.379**
Some post-secondary	0.777**	0.771**	0.600**
College certificate/diploma	0.693**	0.687**	0.520**
University degree	1.368**	1.357**	0.963**
Student (vs. not)	0.825**	0.730**	0.626**
Region (vs. Ontario)			
Atlantic	—	—	—
British Columbia	—	—	—
Prairies	0.424**	0.430**	0.362**
Quebec	-0.466**	-0.424**	-0.423**
Urban-rural (vs. rural area)			
Large urban area (>100 K pop.)	- 0.539**	-0.372**	-0.355**
Small urban area (<100 K pop.)	-0.193**	-0.144**	-0.130**
Marital Status (vs. single)			
Married/common-law	—	—	—
Divorced/separated/widowed	—	—	—
Kids (children < 13 yrs vs. 0)	0.168**	0.164*	—
Citizenship by birth (vs. not)	0.417**	0.414**	0.372**
Religiosity (very religious vs. not)	0.680**	0.450**	0.443**
Household size (continuous variable)	0.096**	0.087**	0.102**
Household income (vs. < $20,000)			
$20-40,000	0.276**	0.266**	—
$40-60,000	0.401**	0.396**	0.132*
$60-80,000	0.424**	0.424**	—
> $80,000	0.676**	0.678**	0.272**

Exhibit 2.18 *(cont.)*

	Basic 1	Outcome 2	Activity 3
Labour force status (vs. not in labour force)			
Full-time employed		-0.127**	-0.262**
Part-time employed		0.282**	0.153*
Unemployed		0.151*	0.181*
Quality of life (satisfied vs. not)		0.539**	0.410**
Gave to charity (vs. not)			0.929**
Participated in community organization (vs. not)			1.221**
Volunteered as a youth (vs. not)			0.415**
Positive attitude to volunteering (vs. not)			0.426**
Constant	-1.105**	-1.602**	-2.993**
-2 log likelihood (-2 LL)	21,086	20,967	19,025
Model Chi-Squared	2004.1	2123.2	4064.8
Block Chi-Squared	2004.1	119.2	1941.6
n	17,356	17,356	17,356

Notes: Blank in a cell means variable not entered in this block.
* Coefficient significant at 5 percent level.
** Coefficient significant at 1 percent level.
— Coefficient not significant at 5 percent level.

As for the individual variables, we observe in column one of Exhibit 2.18 that most variables entered in this phase *individually* make a significant contribution (at the one percent level) to the probability that a person is a formal volunteer. The results indicate that factors having a positive impact on the likelihood of volunteering are:

- being female;
- being over 35 years of age (all 35-44 and 44-64 age dummies are positive compared to the youth dummy);
- acquiring a high-school certificate or higher education (in fact, the coefficients increase in size with education level, implying that the likelihood of volunteering rises with education level);
- living on the Prairies compared to Ontario, while living in Quebec is negatively associated with volunteering compared to Ontario;
- living in a rural setting compared to an urban one (particularly larger urban areas);
- having children aged less than 13 years of age;
- living in a large household; and
- living in a high-income household (in fact, the coefficients increase in size with household income, implying that the likelihood rises with income).

The only variables from the first block that are not significantly associated with volunteering are the 25-34 age dummy, the Atlantic and British Columbia region dummies, and the marital status dummy variables.

In the second phase of the logit analysis, we introduce what we referred to above as "outcome" variables. Although they will be treated as outcomes in Chapter Four (both in the bivariate and multivariate analyses), in this chapter we introduce them as predictors of volunteering; that is, here we are suggesting that there is no direction of causality from labour force status to volunteering, whereas later in Chapter Four, we treat labour force status as an outcome of volunteering. The variables we introduced in this block are: a labour force/market combined variable, which is a set of four dummy variables constructed from the original labour force and full-/part-time employment variables on the file (with not-in-the-labour-force as the omitted reference variable) and self-reported satisfaction with life (a binary variable). Note first that all three overall significance statistics in the last few rows of column 2 are significant, meaning that all variables entered so far including the constant term (-2 LL), all variables excluding the constant term (model Chi-squared), and all variables in the current block (block Chi-squared) make significant contributions as groups to the explanation of volunteering.

As for individual variables, most have a significant impact on the probability of formal volunteering. The results in Column 2 ("Outcome" model) of Exhibit 2.18 indicate that most of the variables entered in the previous model retained their influence on volunteering, with the size of most coefficients slightly diminished compared to before the outcome variables were introduced. As for the outcome variables in question, we observe that, compared to being out of the labour force, working full-time negatively affects the likelihood of formally volunteering, while working part-time and being unemployed have a positive influence. The amount of time available for volunteering certainly appears to be playing a role here. Satisfaction with life was found to be significantly positively associated with formal volunteering. Thus, most variables we saw from the bivariate cross-tabulations to be associated with formal volunteering are still significantly linked to volunteering even after controlling for the influences of other variables.

In the third phase of the logit analysis, we introduced an expanded block of sociodemographic variables (column 3 of the Exhibit 2.18, the Enhanced model). The overall significance tests indicate that, as groups, the variables introduced in this phase make a significant contribution to an explanation of volunteering. The individual variables' results also indicate that most of the sets of sociodemographic and outcome variables continue to exert similar (though somewhat diminished) influences on FVOL compared to what they did in the first model even with this additional block of variables now in the equation. The only exceptions are that being 65 and over and being in households with $20-40,000 and $60-80,000 income no longer significantly increase the chances of volunteering. Almost all the new variables introduced in the third phase are also significant at the one percent level. Thus, giving to charity and participating in community organizations are positively linked to volunteering in the multivariate results, just as they were in bivariate results presented earlier in this chapter. Similarly, volunteering as a youth and having a positive attitude to volunteering and charity are positively associated with formal volunteering.

We next applied stepwise logistic regression to the full set of explanatory variables to identify what variables make the greatest contribution to the explanation of the dependent variable. (As suggested above, given most variables are binary, ranking the logit coefficients will tell us the same thing). In forward stepwise regression, as long as the block Chi-square is small (meaning

rejection of the hypothesis that the coefficient of all variables is zero), additional variables can be selected, in the descending order of their significance level. The results of the stepwise regression indicate that the variables with the greatest influence on (or are the best predictors of) formal volunteering are, in order, as follows: participating in a community organization, education (any level higher than some high school), giving to a charity, doing volunteer work as a youth, region, household size, being a student, being very religious, being a Canadian by birth, and being female. Further down the list are the labour-market and quality-of-life outcome variables. (In Chapter Four, we test the inverse relationship — that is, the impact of formal volunteering on labour market outcomes.)

The final question to be addressed by the modelling was to determine whether or not there has been a "structural" change in the incidence of volunteering. We showed above in the bivariate analysis that, over the 1987-1997 period, the volunteer incidence rate had risen, and this was true in most population sub-groups. Was the increase in overall incidence, then, due to a structural shift in the tendency to volunteer, or was it due to increases in particular population sub-groups that were more likely to volunteer?

To answer this question, we took two approaches. The first approach was to run a logit regression equation on the pooled 1987-1997 dataset using variables available and similariy coded in both survey years as explanatory variables, plus a dummy variable representing the year. The latter would be entered first to test for its significance and then the other variables in steps as above to see if the year variable retained its significance. If a significant amount of the variance in the likelihood of volunteering is in fact still explained by the year variable after all relevant controls, then it is highly likely that the nature of the relationship has changed between 1987 and 1997.

In the second approach, we ran separate logit equations for the two years with the same set of variables (without, of course, the year dummy). Segmenting the analysis in this way allowed us to identify significant factors contributing to the change, i.e., the variables with the most significant differences in coefficients between the two years.

Exhibit 2.19 presents the results of these analyses. In the first column, we show the final step of the first approach described above where all variables were entered. Not shown is the fact that the year variable was significant when entered alone and retained its significance as we entered first, the sociodemographic variables and then, the labour-market variables. (Note that in 1987, no questions were asked on participating, giving, experience as a youth and immigrant status, which were used in the above analysis.) The conclusion drawn is that there has been a structural shift in the likelihood of volunteering, even after controlling for sociodemographic and labour market changes.

EXHIBIT 2.19
Logistic Regression Coefficients with Formal Volunteer as the Dependent Variable, Controlling for Year, 1987 and 1997 (Unweighted NSGVP Data)

	With Year Dummy	1987 Regression	1997 Regression
Gender (male vs. female)	-0.227	-0.232	-0.216
Age (vs. youth, 15-24)			
25-34	0.274	0.369	—
35-44	0.601	0.688	0.414
45-64	0.707	0.741	0.464
65 +	0.373	0.495	0.243
Highest education level (vs. primary/some HS)			
High-school certificate	0.522	0.717	0.459
Some post-secondary	0.906	1.125	0.774
College certificate/diploma	0.863	1.212	0.677
University degree	1.460	1.664	1.339
Student (vs. not)	0.616	0.518	0.730
Region (vs. Ontario)			
Atlantic	0.093	0.185	—
British Columbia	0.265	0.403	—
Prairies	0.563	0.651	0.448
Quebec	-0.276	-0.178	-0.357
Urban-rural (vs. rural and small urban area)			
Large urban area (>100 K pop.)	- 0.629	-0.686	-0.575
Urban area (>15 K and <100 K pop.)	-0.291	-0.340	-0.238
Marital status (vs. single)			
Married/common-law	0.130	0.205	—
Divorced/separated/widowed	—	—	—
Kids (children < 13 yrs vs. 0)	0.207	0.340	0.178
Religiosity (very religious vs. not)	0.697	0.794	0.573
Household size (continuous variable)	0.055	—	0.073
Household income (vs. < $20,000)			
$20-40,000	0.225	0.207	0.281
$40-60,000	0.327	0.329	0.4
$60,000+	0.443	0.502	0.526

Exhibit 2.19 *(cont.)*

	With Year Dummy	1987 Regression	1997 Regression
Labour force status (vs. NLF)			
Full-time employed	—	0.120	-0.106
Part-time employed	0.354	0.391	0.295
Unemployed	0.118	—	0.173
Quality of life (satisfied vs. not)	0.376	0.334	0.454
Year	0.086	X	X
Constant	-1.334	-1.627	-0.904
-2 log likelihood (-2 LL)	56,464.4	34,590.9	21,765.3
Model Chi-Squared	6,271.0	4,311.8	2,041.8
n	46,640	28,771	18301

Notes: All coefficients reported are significant at 1 percent level.
— Coefficient not significant at 10+ percent level.
X Variable not entered.

In columns 2 and 3 of Exhibit 2.19, we present the results of the segmented year analyses. Comparing the significant coefficients between the two years, we observe similar patterns within variables (e.g., the incidence rises with age and education level). However, for certain variables, there has been a fairly large change in the magnitude of the respective coefficient. In particular, we observe fairly large changes within the age and education variables, indicating possible structural changes in volunteering activity in certain age and education population subgroups.

2.6 Summary/Highlights

- Close to one-third (31.4 percent) of the working age population (aged 15 years and over) participated in some formal volunteering activity with charitable or community organizations in the 12 months from October 1986 to November 1997. Almost three-quarters (73.1 percent) participated individually in an informal volunteering activity.
- The incidence of formal volunteering has increased by over four percentage points since 1987. However, the number of hours volunteered per person declined over the 1987-1997 period.
- The most popular volunteering organizations are cultural/recreational, social service, religious, and health. The most popular activities volunteers pursue are organizing/ supervising events, canvassing/campaigning, and sitting on committees or boards.
- Formal volunteering is somewhat higher among females than males, declines with age, and rises with education and income levels. Since 1987, the incidence has risen fairly equally in most groups except for youth (15-24 years of age) where the increase was by far the greatest.

- Formal volunteering rises with household size and is more likely in families with younger children. This implies that parents with children are exposed to greater opportunities to donate their time in volunteering activities likely involving their children. However, the incidence of volunteering declined with the number of unemployed persons in the household.
- Formal volunteering is strongly associated with prior experience of volunteering as a youth, the degree of religiosity, informal volunteering, giving to charities, and participating in community organizations. Individuals who are generous and involved in one respect tend to be generous and involved in other respects.
- Formal volunteering tends to fall with hours worked, but is also higher for those working long hours. Increases in the incidence of volunteering since 1987 were highest for those working the fewest hours in a week.
- Volunteering tends to be higher in white collar occupations and in service industries. What persons do on the job and what they do in volunteer activities are not always related. Increases since 1987 were recorded in most occupational categories, particularly in blue collar trades, implying the gap in incidence between blue and white collar occupations narrowed over the 1987-1997 period.

Econometric modelling confirmed all of these findings as well as the fact that there had been a structural shift in the tendency to volunteer between 1987 and 1997.

3. Understanding the Volunteer Experience: Commitment and Motivation

There are variations in the extent to which Canadians commit to and participate, in volunteering activities. The purpose of this chapter is to explore differences in level of effort devoted to volunteering, and the social and demographic characteristics that are associated with higher and lower levels of volunteer involvement. This chapter also examines the motivations for volunteering among volunteers overall and by sub-groups (e.g., by gender and education). The link between commitment and motivations is also examined (i.e., which motivations are associated with higher commitment to volunteering). Comparisons with results from the 1987 Volunteer Activity Survey (VAS) are presented where comparable data exist. However, it should be reiterated that it was impossible for us to reproduce hours volunteered based on the raw data from the 1987 VAS. Thus the 1987 figures cited in the text are based on published figures (Hall *et al.*, 1998).

3.1 Commitment to Volunteering

There are many different indicators to measure level of commitment to volunteering. Exhibit 3.1 provides an overview of a number of measures, including: number of organizations, hours volunteered, number of volunteer activities, length of time volunteering with organizations, and intention to do more volunteering in the next 12 months. In the 12 months prior to the 1997 NSGVP survey, volunteers had contributed their time to 1.7 organizations, on average. Over half of volunteers were involved with one organization only during this time (57 percent). One in four volunteered for two organizations in the last year and 17.4 percent volunteered for three or more organizations.

In the year preceding the survey, 28.7 percent of volunteers spent less than 20 hours volunteering per organization and 37.6 percent volunteered between 20 and 79 hours. One-third of volunteers spent 80 hours or more in the preceding year in volunteer activities. In 1997, formal volunteers spent 148.7 hours on average volunteering. This represents a decrease of 42 hours volunteered per person from ten years earlier, according to the 1987 Volunteer Activity Survey (Hall *et al.* 1998). This translates into about 2.9 hours per week. Volunteers spent 91 hours on average per organization with which they were involved last year.

The hours spent volunteering are distributed across a variety of volunteer activities. Volunteers reported participating in, on average, about four types of volunteer activities in the last year (e.g., organize and/or supervise events; canvassing, campaigning, fundraising; teach or coach; care or support). Twenty-eight percent of volunteers participated in one type of volunteer activity only, while 30.2 were involved in two activities and 41.5 percent were involved in three or more.

Another measure of volunteer commitment is tenure with an organization. While not a measure of an individual's lifetime involvement with volunteering, this indicator examines length of commitment to particular organizations at the time of the survey. On average, volunteers reported that they had been involved with their current volunteer organizations for 4.8 years.[7] One in four volunteers (25.7 percent) had contributed to their organizations for less than one year and 17.9 percent were involved for one to two years and 56.3 percent for three years or more.

[7] Mean number of years with organization across all organizations with which an individual had been involved.

EXHIBIT 3.1
Assorted Measures of Commitment to Volunteering: Percentage Distribution and Means, 1997

Measure	Percent or Mean
Number of organizations last 12 months	
One	57.0
Two	25.5
3+	17.4
Mean number of organizations last 12 months	1.7 organizations
Total number of hours volunteered	
<40	36.2
40-79	17.8
80-159	18.4
160-239	9.7
240+	17.9
Mean number of hours volunteered	148.7 hours
Hours volunteered per organization last year	
<20	28.7
20-79	37.6
80+	33.7
Mean hours volunteered per organization last year	91.3 hours
Number of volunteer activities	
1	28.3
2	30.2
3+	41.5
Mean number of volunteer activities	3.5 activities
Length of time volunteered	
One year or less	25.7
1-2 years	17.9
3-4 years	21.7
5+	34.6
Mean number of years volunteered across organizations	4.8 years
Percent who expect to do more volunteering	21

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

The commitment indicators described here are themselves significantly and positively correlated, with the exception of the variables indicating mean years of volunteering and volunteering expectations (Exhibit 3.2). There is a particularly strong relationship between the number of volunteer activities and the number of organizations with which an individual is involved.

Based on the correlation results, a "commitment index" was created by combining variables measuring total hours volunteering, number of organizations volunteered for, and number of volunteer activities during the previous 12 months. The mean number of years respondents volunteered was excluded to avoid a bias toward older volunteers, and the respondents' expectation of volunteering in the future was excluded because of this variable's low correlation with the other commitment variables. The commitment index was created by standardizing each component variable in the index and then adding these values. Each respondent is then assigned a value on this commitment index based on their combined score for the three variables. If we

isolate volunteers who score in the top quintile of the index, a sub-group of volunteers — those who demonstrate the most intense involvement in volunteering — can be profiled.

EXHIBIT 3.2
Pearson Correlation Coefficients: Commitment to Volunteering

	Total Hours Volunteering	Number of Organizations	Number of Volunteer Activities	Mean Years with Organization
Number of organizations	.313	—	—	—
Number of volunteer activities	.411	.806	—	—
Means years with organization	.172	.070	.158	—
Volunteering expectations in the future	.022	-.010	-.011	.151

The profile of highly committed formal volunteers (the 20 percent of volunteers scoring highest on the commitment index compared to that of all formal volunteers) is compared to all formal volunteers in Exhibit 3.3. These results indicate very little variation by sex. Highly committed volunteers tend to be somewhat overrepresented in the middle age categories (35 to 64 years of age) and also have higher levels of education (i.e., college and university educated individuals are overrepresented). Volunteers who are married are also more likely to be among those most intensively involved in volunteering. Income is positively related to commitment. Finally, in the Prairie provinces, highly committed volunteers are somewhat overrepresented compared to the proportion of all formal volunteers.

There were few differences among the volunteering commitment indicators by population sub-groups of volunteers (Exhibit 3.4). The number of organizations for which individuals volunteered increased with education level (ranging from 1.5 to those with primary education to 2.0 for those with a university-level education) and income level (from 1.6 at the low end of the income scale to 1.9 for the highest income category). The number of organizations was highest in Saskatchewan and lowest in Quebec. Similarly, the number of different volunteer activities (column three of Exhibit 3.4) in which individuals were involved increases with both education and income and is, again, highest in Saskatchewan (2.1) and lowest in Quebec (1.5).

Intensity of volunteer commitment varied somewhat across groups when hours of volunteering are considered. Total hours spent volunteering were higher for men compared to women (160 *versus* 140 hours on average last year). Older volunteers (65 years and older) spent the most hours volunteering last year (202 hours). Hours spent volunteering also increased with education, with respondents who had less than a high school education spending fewer hours volunteering. The relationship between hours volunteered and income is less clear, with hours volunteered rising with household income until $40,000 and declining thereafter to just 136 hours in the $80,000 plus income bracket.

As noted, respondents reported spending 4.8 years on average participating with their current volunteer organizations. Not surprisingly, the length of volunteer commitment increased with age, with those 65 and over having spent 8.5 years on average with their organization(s) compared to those under 25 who reported being with their organization for 1.9 years. Average length of time volunteering was highest in Saskatchewan (5.8 years) and lowest in Quebec (4.4 years).

EXHIBIT 3.3
Percentage Distribution of Highly Committed Volunteers and All Formal Volunteers by Sociodemographic Traits, 1997

	Highly Committed Volunteers*	All Formal Volunteers
Gender		
Male	45.9	45.9
Female	54.1	54.1
Age (years)		
15-24	13.6	17.5
25-34	15.8	17.6
35-44	30.3	25.1
45-64	31.6	29.2
65+	8.8	10.7
Education		
Primary	2.5	4.5
Some high school	10.8	15.3
High school	15.3	17.8
Some post-secondary	14.4	14.7
College	29.0	27.7
University	27.9	20.0
Marital Status		
Married/Common-law	70.3	64.3
Divorced/Widowed/Separated	20.7	10.3
Single	9.0	25.4
Household income ($)		
<20 k	11.1	16.3
20-40 k	21.2	22.5
40-60 k	24.3	24.3
60-80 k	18.1	16.8
>80 k	25.4	20.0
Province		
Newfoundland	2.1	2.0
PEI	0.7	0.5
Nova Scotia	4.4	3.8
New Brunswick	2.6	2.8
Quebec	11.8	17.6
Ontario	36.9	38.7
Manitoba	5.7	4.6
Saskatchewan	6.9	4.8
Alberta	13.7	11.8
British Columbia	15.2	13.5

* Top 20 percent in terms of score on commitment index
Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

There were few differences among sub-groups in terms of their expectation of doing more volunteering in future. The significant increase in the participation of youth in volunteering since 1987 can be expected to continue; youth under the age of 25 were most likely to indicate that the amount of volunteering would be more in the next 12 months than in the last 12 months (see Exhibit 3.4).

EXHIBIT 3.4

Assorted Measures of Commitment to Volunteering for Assorted Sociodemographic Characteristics, 1997

	Mean Number of Organizations Volunteered in Last 12 Months	Mean Total Hours Volunteered Last 12 Months		Mean Number of Volunteer Activities	Mean Number of Years Volunteering	Percentage Expecting to do More Volunteering
		1987	1997			
Overall	1.7	191	149	3.5	4.8	21.0
Gender						
Male	1.7	198	160	3.6	4.9	19.8
Female	1.8	182	140	3.4	4.6	21.9
Age (years)						
15-24	1.6	174	125	3.1	1.9	29.1
25-34	1.7	187*	133	3.5	3.0	26.7
35-44	1.9		142	3.7	4.4	21.1
45-64	1.8	203**	158	3.7	6.4	17.3
65+	1.7		202	3.0	8.5	7.7
Education Level						
Primary	1.5	229	130	2.7	7.2	8.9
Some high school	1.6	92***	124	3.0	4.3	23.4
High School	1.7		159	3.3	5.0	19.8
Some post-secondary	1.7	162	157	3.6	4.1	23.3
College	1.7	192	146	3.6	4.9	21.5
University	2.0	182	159	4.0	4.6	20.3
Marital/Family Status						
Single, no children	1.7		143	3.3	3.4	24.5
Married, no children	1.8		153	3.6	5.7	18.5
Single/divorced/widowed with children	1.7		127	3.5	2.7	26.2
Married with children	1.9		142	3.7	4.1	23.5

Exhibit 3.4 *(cont.)*

	Mean Number of Organizations Volunteered in Last 12 Months	Mean Total Hours Volunteered Last 12 Months		Mean Number of Volunteer Activities	Mean Number of Years Volunteering	Percentage Expecting to do More Volunteering
		1987	1997			
Household Income ($)						
<20 k	1.6	231	148	3.0	4.6	22.0
20-40 k	1.7	183	163	3.4	5.3	19.5
40-60 k	1.7	187	150	3.5	4.6	21.1
60-80 k	1.9	192****	144	3.7	4.6	21.8
>80 k	1.9		136	3.8	4.7	20.8
Province						
Newfoundland	1.8		137	3.4	5.0	20.4
PEI	1.9		127	3.6	4.9	19.7
Nova Scotia	1.9		141	3.7	5.1	25.1
New Brunswick	1.7		164	3.5	5.3	18.4
Quebec	1.5		150	3.2	4.4	16.3
Ontario	1.7		146	3.4	4.7	20.9
Manitoba	1.9		130	3.5	5.0	23.6
Saskatchewan	2.1		134	3.9	5.8	19.8
Alberta	1.9		146	3.6	4.9	22.9
British Columbia	1.8		169	3.7	4.6	24.6

Source: Hall *et al.* (1998) for 1987 data and calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

* Combined with the 35-44 age category.
** Combined with the 65+ age category.
*** Combined with the high school category.
**** Combined with the >80 K category.

While the previous chapter demonstrated that the overall participation level in volunteering increased between 1987 and 1997, the intensity of commitment has declined.[8] For example, the number of organizations for which Canadians volunteered has decreased slightly from the 1987 Survey of Volunteer Activity. In 1987, volunteers were active in 1.8 organizations on average and 50 percent reported volunteering for more than one organization in the past 12 months. In 1997, volunteers were active in slightly fewer organizations (1.7) and only 42.9 percent reported volunteering for more than one organization in the past 12 months. In the 1987, the average number of hours spent each week volunteering was 3.7 hours or 191 hours over the previous 12 months compared to the average of 149 hours spent volunteering reported in the 1997 NSGVP. As Exhibit 3.4 indicates, hours volunteered has fallen fairly proportionately in most sociodemographic groups, apart from those with low education and income where the declines have been precipitous.

3.2 Motivations for Volunteering

The 1997 NSGVP examined the importance of a number of reasons for volunteering, including a mixture of largely altruistic motivations, as well as personal and work-related benefits that can be derived from volunteering. The vast majority of respondents (96 percent) agreed that they volunteered because they believed in the cause supported by the organization (Exhibit 3.5). The second largest reason for volunteering was in order to use one's skills and experience at 77.9 percent. Just over two-thirds (67.1 percent) of respondents reported being involved because they had been personally affected by the cause the organization supports. Exploring one's own strengths was also a factor for volunteering at 54.3 percent. Less frequently reported motivations for volunteering were to fulfil a religious obligation (29 percent), because friends volunteer (25 percent) and to improve job skills (21.9 percent).

There are some important differences in reasons for volunteering across population sub-groups. For example, age is an important predictor of motivations. Younger volunteers (i.e., 15-24 years) are more likely to cite work-related motivations for volunteering, specifically using skills and experience (82.6 percent), exploring personal strengths (68 percent) and improving job-related skills (54.4 percent) than their older counterparts. Volunteers who are single and those with lower income levels are also more likely to report work-related motivations for volunteering. Conversely, older volunteers are more likely to participate to fulfil religious obligations or beliefs. Companionship through volunteering with friends is more important for the youngest and oldest age groups than among the middle age categories.

Using one's skills and experience as a motivation for volunteering increases with education level, whereas there is an inverse relationship between participating because friends volunteer and education. Volunteering to fulfil religious obligations or beliefs is more likely to be cited by volunteers with less education.

[8] All 1987 results cited here are taken from Hall *et al.* (1998). Among the commitment indicators, we show only hours volunteered by sociodemographic groups in Exhibit 3.4.

EXHIBIT 3.5

Percentage of Volunteers Indicating Different Motivations for Volunteering, by Assorted Sociodemographic Characteristics, 1997

	Believe in Cause Supported by the Organization	To Use Skills and Experience	Have Been Personally Affected by the Cause the Organization Supports	To Explore One's Own Strengths	To Fulfil Religious Obligations or Beliefs	Friends Volunteer	To Improve Job Skills
Overall	96.0	77.9	67.1	54.3	29.0	25.0	21.9
Gender							
Male	95.4	79.7	65.7	50.2	27.7	27.4	20.6
Female	96.6	76.4	68.3	57.8	30.1	23.0	23.0
Age (years)							
15-24	92.0	82.6	58.8	68.0	20.2	33.2	54.4
25-34	96.1	82.6	64.9	60.6	22.1	23.6	28.5
35-44	96.6	77.4	71.2	54.4	25.0	21.5	15.6
45-54	96.8	75.6	70.4	49.7	31.6	19.7	12.1
55-64	97.8	75.0	69.6	46.1	39.8	25.1	8.6
65+	98.0	70.8	66.6	37.6	49.0	31.3	2.8
Education Level							
Primary	96.9	64.5	65.2	46.3	48.8	34.4	12.4
Some high school	94.6	76.3	63.1	57.7	28.4	32.8	29.1
High school	96.5	75.1	68.9	54.3	28.3	25.4	20.2
Some post-secondary	94.4	81.3	66.0	60.0	22.7	23.8	29.2
College	97.1	77.7	70.8	53.4	28.9	22.9	17.2
University	96.3	82.6	64.8	50.7	30.3	20.4	21.2
Marital Status							
Married	97.0	76.6	69.5	50.7	31.9	22.9	13.6
Divorced/widowed	97.0	74.8	68.3	53.2	30.2	22.7	15.7
Single	93.1	82.7	60.8	64.1	21.0	31.2	45.5
Household type							
With children	96.6	78.1	71.1	54.1	27.2	20.0	17.1
Without children	96.0	77.9	66.7	54.4	29.2	25.4	22.3

Exhibit 3.5 *(cont.)*

	Believe in Cause Supported by the Organization	To Use Skills and Experience	Have Been Personally Affected by the Cause the Organization Supports	To Explore One's Own Strengths	To Fulfil Religious Obligations or Beliefs	Friends Volunteer	To Improve Job Skills
Household Income ($)							
<20 K	94.7	74.3	63.3	56.5	31.3	29.1	30.4
20-40 K	96.4	77.5	68.7	55.4	33.8	25.8	19.3
40-60 K	96.1	80.2	66.4	57.1	28.6	25.5	22.2
60-80 K	97.2	81.0	69.3	54.8	27.0	22.2	21.4
>80 K	95.6	76.1	67.5	47.6	23.7	22.6	18.1
Province							
Newfoundland	97.7	76.2	70.8	62.8	29.1	24.6	24.7
PEI	98.3	83.5	74.3	60.6	35.3	26.2	21.9
Nova Scotia	96.6	78.3	73.8	56.8	29.5	25.4	25.6
New Brunswick	96.3	73.4	67.5	57.5	38.5	21.6	22.0
Quebec	94.4	71.4	49.6	41.5	20.7	25.0	21.0
Ontario	96.4	78.7	68.1	55.6	30.6	23.6	21.5
Manitoba	95.8	80.2	69.1	60.4	34.7	29.5	26.3
Saskatchewan	98.1	78.9	79.5	60.1	40.1	26.5	21.8
Alberta	96.8	79.6	75.0	59.0	28.7	29.0	23.1
British Columbia	95.4	82.6	72.5	56.2	27.0	24.2	20.5

Note: Volunteers could have indicated more than one motivation, so percentages do not add across to 100 percent.
Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

There were significant differences in reported motivations for volunteering across provinces. Volunteering motivated by religious reasons was weakest in Quebec and strongest in Saskatchewan. Quebeckers were also less likely than residents of other provinces to volunteer because they had been personally affected by the cause the organization supports and to explore personal strengths.

Reasons for volunteering were addressed somewhat differently in the 1987 Volunteer Activity Survey. In that survey, respondents were asked to rate the importance (on a four-point scale from very important to not at all important) of a series of reasons for volunteering. The most important reasons for volunteering parallel the results of the 1997 data; the two most important reasons for volunteering reported in 1987 were helping others (rated very important by 63 percent of respondents) and helping a cause one believes in (60 percent of respondents rated this as important) (Hall *et al.* 1998). Like the 1997 results, volunteering to fulfil religious obligations and to improve job-related skills or opportunities are not significant reasons for volunteering.

Another measure of motivation is the way by which volunteers become involved with the organizations for which they volunteer. Exhibit 3.6 presents respondents' reports of how they became involved with their volunteer organizations (up to three).[9] The results indicate that individuals are more likely to volunteer because they were asked to do so than to volunteer on their own. By far the most important entry into volunteering is through an approach made by the volunteer organization itself (71.1 percent of volunteers became involved with one or more organizations in this way). Presenting oneself to the organization was reported by just under half of volunteers (46.5 percent), following by friend or relative asked (15.7 percent), public appeal (6.7 percent) and boss or employer asked (5.6 percent).

In general, sub-group differences are not notable. However, age appears to be an important predictor, with youth being more likely to come to organizations through means such as a friend or relative than through a direct approach from the organization itself. There were, however, some differences by region. Volunteers in the Atlantic and Prairies, for example, were most likely to have been approached by a volunteer organization. Volunteering at the request of a friend or relative was cited most often by Quebeckers (21.9 percent) compared to between 12.9 percent and 15.4 percent of volunteers in the other provinces offering this as a reason for volunteering.

[9] Note that this was treated as a multiple response variable, with individuals who volunteered for more than one organization having more than one response. That is, cited percentages are percentages of all responses and since some individuals replied for more than one organization the percentages in the table add to in excess of 100 percent.

EXHIBIT 3.6

Percentage of Volunteers Indicating Different Ways They Became Involved with Volunteer Organization, by Assorted Sociodemographic Characteristics, 1997

	Org. Asked	Offered Yourself	Friend or Relative Asked	Public Appeal	Boss or Employer Asked	Other
Overall	71.1	46.5	15.7	6.7	5.6	14.5
Gender						
Male	71.2	46.3	15.1	6.1	5.2	14.3
Female	71.0	46.7	16.2	7.2	6.0	14.7
Age (years)						
15-24	55.2	43.6	20.9	8.3	4.4	18.9
25-34	67.7	40.9	17.4	7.6	8.5	13.1
35-44	76.8	50.7	14.9	6.4	6.6	13.0
45-54	77.6	47.4	13.7	6.2	6.3	16.3
55-64	75.8	46.9	12.3	6.2	4.3	12.6
65+	73.2	49.0	13.1	4.9	0.6	11.5
Education						
Primary	73.1	38.2	13.6	3.7	0.3	10.3
Some high school	67.5	40.2	16.0	6.6	2.8	15.7
High school	70.8	41.6	16.8	5.8	5.5	14.0
Some post-secondary	65.8	47.0	15.9	8.7	6.3	16.4
College	72.1	47.8	16.1	6.6	5.8	13.2
University	76.2	55.6	14.3	7.0	8.5	15.4
Marital/Family Status						
Single, no children	59.5	45.2	20.0	8.2	5.5	15.8
Married, no children	77.3	46.1	13.5	5.8	5.9	14.0
Single/divorced/widowed with children	72.5	47.1	15.0	8.7	4.2	12.3
Married with children	81.6	50.2	12.3	7.0	4.9	13.6
Region						
Atlantic	80.6	46.1	12.9	5.5	6.1	9.4
Quebec	60.2	42.9	21.9	5.2	4.0	5.8
Ontario	67.0	44.5	15.4	8.0	6.9	13.7
Prairies	84.2	49.5	13.1	5.7	5.1	12.4
British Columbia	69.9	52.9	14.5	7.5	4.5	12.1

Note: Percentages do not add across to 100 because volunteers could have responded for more than one organization.
Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Exhibit 3.7 examines changes in the way volunteer activities are initiated, considering participation with each organization (up to three) as a discrete event. This differs somewhat from how results were reported (see Exhibit 3.6); this time the reported percentages are of volunteers not of responses as earlier. These results indicate that the role of the volunteer organization has decreased over the ten years since the 1987 Volunteer Activity Survey. In 1987, about one-half of the incidents of volunteering were initiated by the volunteer organization compared to 44 percent in 1997. On the other hand, volunteer-initiated activities have increased substantially over the last ten years, from 17 to 29 percent of volunteer events, as have being asked by a relative or friend (i.e., five percent in 1987 compared to ten percent in 1997).

EXHIBIT 3.7
Percentage of Volunteers Indicating Different Ways They Became Involved with Organization, 1987 and 1997

	1987	1997
Organization asked	50	44
Offered yourself	17	29
Friend or relative asked	5	10

Source: Hall *et al.* (1998).

Exhibit 3.8 examines the relationship between reasons for volunteering and volunteer commitment, using the indicators of commitment mentioned above. Volunteering to fulfil religious obligations or beliefs tends to inspire a relatively higher degree of volunteering commitment. Among those respondents citing this reason for volunteering, the average number of organizations with which they are involved is 1.9 (higher than the 1.7 average), and the total hours committed in the last 12 months was 178 hours on average (higher than the overall mean of 149). These respondents were also more likely to report a greater number of volunteer activities and to have been involved with their volunteer organizations for a longer period of time. Conversely, volunteering because of friends yields a generally weaker commitment to the organizations. Respondents citing this motivation volunteered for 132 hours last year, reported fewer volunteer activities, and were also less likely to expect to do more volunteering in the future.

EXHIBIT 3.8
Measures of Volunteer Commitment for Volunteers Indicating Different Motivations for Volunteering, 1997

	Mean No. of Organizations Last 12 Months	Mean Total Hours Volunteered Last 12 Months	Mean Number of Volunteer Activities	Mean Number of Years Volunteering	Percentage Expecting to do More Volunteering
Overall	1.7	149	3.5	4.8	21.0
Believe in cause supported by the organization	1.8	150.3	3.5	4.8	21.1
To use skills and experience	1.8	164.2	3.8	4.8	22.2
Have been personally affected by the cause the organization supports	1.8	158.1	3.7	5.0	21.4
To explore one's own strengths	1.8	163.3	3.8	4.6	23.4
To fulfil religious obligations or beliefs	1.9	178.2	3.9	6.3	21.2
Friends volunteer	1.7	131.9	3.4	5.0	19.4
To improve job skills	1.8	151.5	3.7	3.0	27.6

Source: Calculations based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

3.3 Barriers to Formal Volunteering

The 1997 NSGVP examined the reasons why formal volunteers do not contribute more and why non-volunteers do not participate in formal volunteering at all. Exhibit 3.9 presents these data for formal volunteers, informal only volunteers and non-volunteers. Among all three groups, lack of time was the primary hurdle for not undertaking formal volunteering more or not formal volunteering at all; among these groups, between 63.1 and 71.7 percent of respondents agreed that this was a barrier to formal volunteering.

EXHIBIT 3.9
Percentage of Formal Volunteers and Non-Volunteers Reporting Different Barriers to Formal Volunteering, 1997

	Formal Volunteers	Informal Only Volunteers	Non-Volunteers
Do not have extra time	67.6	71.7	63.1
Unwilling to make a year-round commitment	34.4	52.4	45.9
Already made contribution	39.5	23.1	21.8
Give money instead of time	16.9	37.6	26.0
Had not been personally asked	15.4	36.7	24.3
Health problem/physically unable	16.9	17.1	31.1
Financial cost of volunteering	11.2	18.2	19.2
Have no interest	14.6	26.5	38.2
Did not know how to become involved	6.5	17.7	12.0
Sued/taken to court because of volunteering	2.4	5.3	4.4

Source: Calculations based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Beyond this common theme, the barriers to formal volunteering differed somewhat based on the amount and type of volunteering in which respondents were engaged. For those already participating in some type of formal volunteering, for example, the reasons for not volunteering more were focussed on a lack of time, as mentioned above, and related to this, an unwillingness to make a year-round commitment to another organization. About 40 percent of formal volunteers also felt that they were already making a contribution and did not wish to do more formal volunteering.

Informal volunteers were most likely among the groups to cite time constraints as the reason for not participating in formal volunteering. Almost three-quarters (71.7 percent) of informal volunteers indicated that they did not have extra time and just over one-half (52.4 percent) were unwilling to make a year-round commitment. Informal volunteers were also more likely to indicate that they did not know how to become involved in formal volunteering — over one-third agreed that they did not participate in formal volunteering because they had not been personally asked and almost one in five (17.7 percent) responded that they did not participate in formal volunteering because they did not know how to become involved. Informal volunteers were also more likely than formal volunteers or non-volunteers to note they give money instead of time.

Compared to the other groups, non-volunteers were more likely to cite health problems as a reason for not volunteering. In addition, as might be expected, interest in formal volunteering was lowest in this group; 38.2 percent reported that they did not volunteer because they had no interest in volunteering.

There were variations in reported barriers to formal volunteering by demographic sub-group. For example, men and those with less education were more likely to indicate a lack of interest in formal volunteering as a barrier. Health barriers were more likely to be cited by older respondents, though lack of time was less problematic for this group. Older respondents were also more likely to agree that they did not volunteer (more) because they give money instead of time and because they feel they have already made a contribution. Younger respondents were more likely to report not knowing how to become involved as a barrier to formal volunteering. Those with higher income levels were less likely to cite the financial costs of formal volunteering as a barrier and were more likely to agree that they did not volunteer because they give money instead of time and because they did not have extra time.

3.4 Multiple Regression Results

The above discussion has focussed on survey frequencies and bivariate results to examine the relationship between selected sociodemographic characteristics and the volunteer commitment and motivation variables. As explained in the previous chapter, however, sociodemographic and labour market variables are often themselves related and it is difficult to assess the unique contribution of various characteristics in predicting volunteerism.

To better understand the relative importance of these characteristics (while holding other variables constant), multiple regression analyses were conducted. For the purposes of this analysis, multiple regression models were tested for two variables: total hours volunteered in the last 12 months; and the commitment index. Note that the number of organizations with which volunteers were involved and the number of different activities in which volunteers participated were not included in the multiple regression analysis given the limited dispersion of responses for these variables.

The approach and construction of the model to explain volunteering commitment replicated the model used to predict formal volunteering (described in the previous chapter). Briefly, the independent variables were entered in three stages: 1) sociodemographic variables such as sex, age, education, region and income; 2) outcome variables including employment status; and 3) other "soft" variables such as attitudes, experiences in youth and indicators of respondents' involvement in giving and participating in community organizations.

Exhibit 3.10 presents the coefficient results of the multiple regression analysis, first for the total hours volunteered. The results are provided for each stage of the model as described above. Note that the coefficients are presented only for those variables that were statistically significant at the ten percent level (or more).

EXHIBIT 3.10
Ordinary Least Squares Regression Coefficients with Total Hours Volunteered as the Dependent Variable (Unweighted NSGVP Data)

	Basic 1	Outcome 2	Enhanced 3
Gender (male vs. female)	21.124**	27.774**	25.598**
Age (vs. youth, 15-24)			
25-34	—	—	—
35-44	—	25.324*	27.471*
45-64	50.82**	49.905**	50.847**
65 +	88.336**	71.761**	70.494**
Highest education level (vs. primary/some HS)			
High-school certificate	35.0**	36.393**	34.789**
Some post-secondary	43.442**	45.846**	40.578**
College certificate/diploma	28.132**	31.526**	26.662**
University degree	53.920**	57.606**	45.188**
Student (vs. not)	—	—	—
Region (vs. Ontario)			
Atlantic	—	—	—
British Columbia	20.410*	20.804*	18.012**
Prairies	—	—	—
Quebec	15.239*	15.345*	17.830*
Urban-rural (vs. rural area)	—	—	—
Marital status (vs. single)			
Married/common-law	—	—	—
Divorced/separated/widowed	—	—	—
Children (children < 13 yrs vs. 0)	—	—	—
Citizenship by birth (vs. not)	—	—	—
Religiosity (very religious vs. not)	53.512**	52.974**	0.469**
Household size (continuous variable)	8.296**	7.619*	6.984*
Household income (vs. < $20,000)			
$20-40,000	—	—	—
$40-60,000	—	—	—
$60-80,000	—	—	—
> $80,000	-34.252**	-26.118*	-34.987**

Exhibit 3.10 *(cont.)*

	Basic 1	Outcome 2	Enhanced 3
Labour force status (vs. NLF)			
Full-time employed		—	—
Part-time employed		—	—
Unemployed		22.849*	—
Quality of life (satisfied vs. not)			—
Gave to charity (vs. not)			—
Participated in community organization (vs. not)			52.593**
Volunteered as a youth (vs. not)			25.558**
Positive attitude to volunteering (vs. not)			—
Constant	65.727**	43.743*	—
R^2	0.028	0.031	0.043
Significant F Change	0.000	0	0

Notes: Blank in a cell means variable not entered in this block.
** Coefficient significant at 1 percent level.
* Coefficient significant at 5 percent level.
— Coefficient not significant.

The R^2 statistic and the F statistic indicate the sociodemographic variables, both individually and as a block, make a significant contribution to the prediction of hours volunteering. The majority of sociodemographic variables entered in the first or "basic" model are statistically significant in predicting hours of volunteering. The positive predictors of more volunteer hours (at the .01 level or less) include:

- gender (men have more volunteer hours);
- age (older age categories (45 years of age or older) score positively against the youth (15-24) category);
- education (all education variables are positive compared to the less than high school category and is highest for university education);
- religiosity (stronger expressed religious commitment is associated with greater volunteer hours);
- household size (more household members associated with greater volunteer hours); and
- income (the highest income level (over $80,000) is negatively related to number of hours compared to the lowest income level (less than $20,000)).

The R^2 statistic for this block is 0.028 and the F statistic is significant. Sociodemographic variables, then, explain less than three percent of the variance in total hours volunteered. In the second model, which includes the addition of labour market variables, though the F statistic is significant, the R^2 only increases to 0.031. Indeed, none of the labour market variables

individually are significant at the one percent level. With the introduction of this block, household size and income (more than $80,000) are no longer significant at the one percent level.

The third model which includes an amalgam of attitudinal variables such as participation in community and charitable giving makes a significant contribution to the prediction of hours volunteering and increases the R^2 to 0.043. Having participated in community organizations and volunteering during youth are positive and significant predictors of hours volunteering.

In order to further examine the relative predictive power of the various independent variables, a step-wise regression model was conducted. In this model, the ten variables which entered the model, in order, (variables were entered overall, not in blocks) were: participating in community organization; religiosity; age (65 years and over); volunteering as a youth; age (45-64 years of age), full-time employed (negative); gender, age (35-44 years); age (25 to 34 years); and marital status (widowed, separated, divorced).

Exhibit 3.11 presents the results of a logistic regression which was conducted based on the scores of the commitment index, comparing highly involved or committed volunteers with the remaining volunteer population. The results related to gender become non-significant in this model, though the results related to age and education generally hold. On this overall index, residence in the Prairie provinces is a positive predictor of the probability of being a highly involved volunteer, while being a Quebec resident is negatively related. Income level (particularly the highest categories) is associated with probability of high commitment, though this variable becomes less significant with the addition of the third block of variables. Interestingly, while citizenship status was not significant in any of the prior models, this variable is a positive predictor for the commitment index, with those born in Canada being more likely to fall in the highly involved or committed category.

Once again, the labour market variables were not significant predictors of probability of being a highly involved or committed volunteer. Volunteers who also give to charity and participate in community organizations, and who volunteered as youth were more likely to be among the highly committed volunteers.

To explore the results of the regression models, a step-wise method was used which allows variables to be entered according to their importance in predicting outcomes, without the restrictions associated with the definition of the blocks. A step-wise regression model using the commitment index as the dependent variable highlights the relationship between other volunteer-related activities such as charitable giving and participating in community organizations. The ten variables to enter the step-wise regression model in order were: participating in community organization, volunteer work as a youth, university education, charitable giving, household size, Prairie region, rural/urban area, college education, some post-secondary education and positive attitude toward volunteering.

EXHIBIT 3.11
Logistic Regression Coefficients with Commitment Index as the Dependent Variable (Unweighted NSGVP Data)

	Basic 1	Outcome 2	Enhanced 3
Gender (male vs. female)	—	—	—
Age (vs. youth, 15-24)			
25-34	—	—	—
35-44	0.419**	0.451**	0.456**
45-64	0.471**	0.484**	0.470**
65 +	0.529**	0.507**	0.439**
Highest education level (vs. primary/some HS)			
High-school certificate	0.269**	0.291**	0.260**
Some post-secondary	0.596**	0.598**	0.504**
College certificate/diploma	0.556**	0.558**	0.477**
University degree	1.137**	1.138**	0.945**
Student (vs. not)	—	—	0.184*
Region (vs. Ontario)			
Atlantic	—	0.137*	0.139*
British Columbia	0.224*	0.223*	0.204*
Prairies	0.433**	0.436**	0.345**
Quebec	-0.333**	-0.327**	-0.285**
Urban-rural (vs. rural area)	0.267**	0.264**	0.245**
Marital Status (vs. single)			
Married/common-law	—	—	—
Divorced/separated/widowed	—	—	—
Children (children < 13 yrs vs. 0)	—	—	—
Citizenship by birth (vs. not)	0.261**	0.260**	0.251**
Religiosity (very religious vs. not)	0.251**	0.251**	0.139*
Household size (continuous variable)	0.143**	0.141**	—
Household income (vs. < $20,000)			
$20-40,000	0.193*	0.188*	—
$40-60,000	0.257**	0.250**	—
$60-80,000	0.385**	0.381**	0.219*
> $80,000	0.400**	0.400**	0.230*

Exhibit 3.11 *(cont.)*

	Basic 1	Outcome 2	Enhanced 3
Labour force status (vs. NLF)			
Full-time employed		—	—
Part-time employed		0.339**	0.276*
Unemployed		0.215*	—
Quality of life (satisfied vs. not)			—
Gave to charity (vs. not)			0.779**
Participated in community organization (vs. not)			1.098**
Volunteered as a youth (vs. not)			0.465**
Positive attitude to volunteering (vs. not)			0.371*
Constant	-3.635**	-3.879**	-5.750**
-2 log likelihood (-2 LL)	11,147.4	11,136.8	10,695.2
Model Chi-Squared	598.1	608.7	1050.2
Block Chi-Squared	598.1	10.6	441.6

Notes: Blank in a cell means variable not entered in this block.

** Coefficient significant at 1 percent level.

* Coefficient significant at 5 percent level.

— Coefficient not significant at 10+ percent level.

3.5 Summary/Highlights

- Volunteers committed almost 150 hours on average in their volunteer activities in 1997. There was wide variation in commitment, however, with over half of volunteers committing less than 80 hours (the equivalent of just over two working weeks) and almost one-fifth committing over 240 hours (seven work weeks).

- On average, volunteers were involved in 1.7 organizations in 1997, and committed 91 hours per organization. Overall, volunteers had been involved almost five years on average with an organization at the time of the survey.

- Formal volunteering is somewhat higher among females than males, declines with age, and rises with education and income levels. Since 1987, the incidence has risen fairly equally in most groups except for youth (15-24 years of age) where the increase was by far the greatest.

- Highly committed volunteers (the top fifth of volunteers on an index based on the number of volunteer hours and the number of activities and organizations volunteered for) had the same gender mix as all volunteers but were more likely to be older, well educated, married, higher income and living in western Canada than all volunteers.

- Total hours volunteered are higher for men than women (though women were more likely to volunteer), rise with age and education level, tend to decline with income level after incomes of $40,000, and are higher for married persons without children than other family/

marital status groups. Residents of British Columbia commit the most hours to volunteering in 1997 across the provinces, though Saskatchewan residents committed the most number of years to an organization.

- Youth were the most likely to say they expect to volunteer more in the next year, indicating the significant increase in the participation of youth in volunteering would be expected to continue.

- Multivariate modelling largely confirmed the above results. Being male, older, higher educated, religious, in large households, in middle income brackets; volunteering as youth; giving to charity; and participating in community organizations were all significant predictors of hours committed to volunteering.

- Since 1987, average hours volunteered fell by about 40 hours, with most sociodemographic groups reporting decreases of similar proportional magnitude, apart form those with low education and income where declines were particularly large. This stands in contrast to volunteering incidence which rose over the 1987-1997 period.

- The predominant reason, by far, for volunteering was belief in the cause supported by the volunteer organization, with using one's skills and experience the second most commonly cited motivation. Work-related motivations (which include using one's skills and experience) were most frequently cited by youth, low-income earners and single volunteers. Reporting using one's skills and experience as a motivation for volunteering was positively related to education.

- In 1997, individuals were more likely to volunteer because they were asked to do so (mainly by the organization) than to volunteer on their own. In 1987, this was also true, but over the 1987-1997 period the incidence of volunteering on one's own increased while that of being asked declined. Youth, unlike the rest of the population, were more likely to come to an organization because they were asked by a friend or relative than if asked by the organization.

- Volunteering to fulfil religious obligations tends to inspire a relatively higher degree of commitment than any other motivation, while volunteering because one's friends volunteer yields the weakest commitment.

- Generally, lack of time was the primary reason for not volunteering among non-volunteers and for not volunteering more among formal volunteers. Non-volunteers were more likely than volunteers to cite health problems as a barrier to volunteering. Men and those with less education were more likely to cite lack of interest as a barrier to volunteering, while youth were more likely to cite not knowing how to become involved.

4. Does Volunteerism Affect Employment Outcomes?

Volunteerism has always played a significant role in supporting social and cultural activities and, more generally, in contributing to "social capital." In recent years, however, it is increasingly seen as a significant complementary activity to paid employment. This complementarity has a number of dimensions, including:

- volunteering as a means of acquiring skills, experience and contacts that will contribute to an individual's success in the labour market;
- the application of skills and competencies developed in the labour market to voluntary activities, and;
- the co-existence of paid and unpaid workers within the same organization.

The focus of the analysis in this section is on the first dimension — the relationship between volunteering and paid-employment outcomes. Specifically, the analysis reported here focuses on the following set of questions. Each of these questions is treated below.

- Does volunteering activity lead to more favourable outcomes in the labour market?
- Does volunteering that is work-motivated have different employment outcomes than volunteering that is driven by other motivations?
- How do these relationships compare in 1997 and 1987?

In this chapter, we look at both "revealed" and self-reported outcomes of volunteering. For revealed outcomes, we simply observe the incidence of volunteering by labour force characteristics and well-being. Then, for the self-reported measures, we observe the responses to questions posed to volunteers on what they saw as the outcomes of volunteering.

4.1 The Relationship Between Volunteering and Outcomes in the Labour Market and in General Well-Being

4.1.1 Well-Being Indicators

The NSGVP provides a number of indicators of well-being. These can be divided into two groups: 1) perceptual indicators — health of respondent, the extent to which they have control over everyday decisions, and overall satisfaction with life; and 2) income-related indicators — the extent to which respondents report worries about money and household income.

Looking first at the perceptual indicators, the results show that the incidence of engaging in formal volunteer activities rises as an individual's assessment of their general well-being increases (Exhibit 4.1). Thus, we find that 37.6 percent of those who reported their health as being excellent formally volunteered in 1997, compared to the population volunteer rate of 31.4 percent. In contrast, only 20.5 percent of those who suffered poor health engaged in formal volunteer activities. Individuals who reported having control over most or all decisions formally volunteered at a significantly higher rate than individuals reporting little or no control over decisions. Last, the volunteer participation rate was higher for those who did not worry about

having enough money for the future; who had few money worries; and who had more money left compared to the previous year. Overall, the rate of volunteering on a formal basis was very much higher for individuals who reported being very satisfied with life than for those who were only somewhat satisfied or who were dissatisfied.

EXHIBIT 4.1
Percentage Incidence and Share of Formal and Informal Volunteering by Assorted Quality of Life Indicators, 1997

Characteristic	Formal Volunteering		Informal Volunteering		Population Share
	Incidence	Share	Incidence	Share	
Overall	31.4	100	73.8	100	100
Health compared to others		100		100	100
Excellent	37.6	31.2	77.7	27.7	26.2
Very good	34.3	36.1	75.7	33.2	32.4
Good	27.4	23.3	73.1	26.7	26.9
Fair	23.5	8.3	65.9	10.0	11.2
Poor	20.5	2.1	65.8	2.5	3.2
Degree of control over everyday decisions		100		100	100
No control	13.7	0.5	48.5	0.7	1.1
Control over few decisions	23.9	0.2	69.8	11.5	12.2
Control over most decisions	33.9	68.7	75.3	55.9	54.8
Control over all decisions	31.4	31.7	73.7	31.9	31.9
Worry about not having enough money in future		100		100	100
Yes	30.5	66.6	75.2	70.5	69.1
No	34.2	33.4	70.4	29.5	30.9
How much do you worry?		100		100	
Worry a lot	24.4	21.1	75.1	26.3	26.4
A moderate amount	30.7	43.1	72.9	41.5	42.8
Only a little	35.5	36.8	78.5	32.2	30.8
Amount of money left over after paying your bills compared to last year		100		100	100
More	40.2	18.9	82.8	16.7	15.0
Same	32.6	42.7	17.2	40.6	41.7
Less	28.6	38.4	9.9	42.7	43.3
Satisfaction with life in general					
Very satisfied	40.0	54.9	78.0	45.9	43.4
Somewhat satisfied	26.3	40.3	71.0	46.7	48.5
Somewhat dissatisfied	18.5	4.0	66.8	6.2	6.8
Very dissatisfied	20.4	0.8	76.5	1.3	1.2

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Some of these well-being patterns hold true for informal volunteers, who make up a larger proportion of the population. In common with formal volunteers, the incidence of informal volunteering rises as an individual's assessment of their general well-being increases. In addition, informal volunteers with control over most or all decisions volunteered at a rate higher than informal volunteers with control over few or no decisions.

However, patterns with respect to the remaining indicators of well-being, including the amount that an individual worries about not having enough money left over after paying the bills, and the degree of life satisfaction, were less pronounced for informal volunteers. Furthermore, informal volunteers exhibit a pattern opposite to formal volunteers with respect to worrying about not having enough money in the future — informal volunteers who share this worry volunteer at a higher rate than those who do not.

4.1.2 The Incidence of Volunteering by a Range of Labour Force Characteristics

The NSGVP allows us to examine the incidence of volunteering according to a range of labour market characteristics, such as whether it is the employed or unemployed who are more likely to be volunteering, and what types of people amongst the employed or unemployed are more likely to volunteer. What this descriptive analysis cannot tell us is direction of causality, that is, whether volunteering is among the causes of the labour market outcomes, or whether these labour market characteristics make it more likely that a person would volunteer. (More sophisticated statistical analysis designed to disentangle these two effects is presented later in this chapter.)

We begin this discussion by looking at the incidence of formal and informal volunteering by labour force status, class of worker, full and part-time employment, job attachment, and multiple job holding. Exhibit 4.2 shows that the employed make up the largest share of formal and informal volunteers. Employed people are more likely to engage in formal volunteer activities than are the unemployed or those not in the labour force. Over one-third (34.3 percent) of the employed volunteer formally, compared to 29.2 percent of the unemployed and 26.6 percent of those not in the labour force. In the case of informal volunteering, the distinction between employed and unemployed is much less important (76.8 percent of employed people and 77.8 percent of unemployed people volunteering informally). All three groups are more likely to volunteer informally than formally.

EXHIBIT 4.2
Percentage Incidence and Share of Formal and Informal Volunteering by Labour Force Status, 1997

Characteristic	Formal Volunteering		Informal Volunteering		Population Share
	Incidence	Share	Incidence	Share	
Overall	31.4	100	73.1	100	100
Not in labour force	26.6	30.2	63.0	32.0	35.3
Unemployed	29.2	4.9	77.8	5.6	5.2
Employed	34.3	65.0	76.8	62.4	59.5

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Exhibit 4.3 focuses on the characteristics of volunteers who are employed and Exhibit 4.4 focuses on unemployed volunteers. Beginning with Exhibit 4.3, it is evident that the incidence of both formal and informal volunteering is higher among non-standard workers, i.e., part-time workers, temporary, term or contract workers, casual workers, and those who hold multiple jobs. The higher than average incidence of volunteering among these groups, who are often at the fringes of the labour market, may reflect a perception among them that volunteering is one route towards improved job opportunities.[10] We examine this possibility later in this section. Incidence of formal volunteering is also higher among the self-employed (41 percent) as compared to paid employees (33 percent) and those who are not working (27 percent).[11] This pattern also holds true in the case of informal volunteers.

EXHIBIT 4.3
Percentage Incidence and Share of Formal and Informal Volunteering by Class of Worker, Full-/Part-time Schedule, Job Attachment, Multiple Job Holding, 1997

Characteristic	Formal Volunteering		Informal Volunteering		Population Share
	Incidence	Share	Incidence	Share	
Overall	31.4	100	73.1	100	
Class of worker (main job)		100		100	100
Paid employee	32.9	52.1	76.4	51.9	49.7
Self-employed	40.6	12.4	78.9	10.3	9
Working in family business (unpaid)	69.9	0.5	79.7	0.2	0.2
Not employed	27.1	35.0	67.8	37.6	40.5
Full-/part-time schedule		100		100	100
Full-time	31.7	73.7	75.3	78.2	79.7
Part-time	44.4	26.3	82.5	21.8	20.3
Job attachment		100		100	100
Permanent	32.2	87.8	75.7	89.0	89.7
Seasonal	32.3	1.7	82.5	1.9	1.7
Temporary/term/contract	41.2	0.3	83.7	5.5	5
Causal/other	39.5	4.2	79.7	3.7	3.5
Multiple job holder		100		100	100.0
No, single job holder, including job changers	33.5	92.9	76.2	94.4	95.0
Yes, multiple job holder	49.1	7.1	87.1	5.6	5

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Turning to the unemployed, Exhibit 4.4 generally shows that people are more likely to be volunteering formally when their last job was fairly recent, until a certain point, after which the likelihood of volunteering begins to decrease as the length of time without employment increases.

[10] It could also mean that, in the case of part-time, temporary and casual workers, there just may have been more time for volunteering compared to full-time and permanent workers.

[11] Overall, unpaid family business workers represent only a tiny proportion of all workers. The incidence of formal volunteering among this group is 70 percent.

People who have been unemployed for more than a year volunteer at a rate of 21 percent, while those who have been unemployed for three to six months volunteer at a rate of 33 percent. This pattern does not hold true in the case of informal volunteers. People's participation in informal volunteer activities is higher in the case of those who have been out of work for over six months than it is for those who have been unemployed for under six months. People who have never worked volunteer formally at a rate of 24 percent, while the rate is 32 percent for those whose last job was within the last year. In this case, the pattern is the same for informal volunteers.

EXHIBIT 4.4
Percentage Incidence of Formal and Informal Volunteering by Weeks of Unemployment and Joblessness, and When Last Worked, 1997

Characteristic	Formal Volunteering		Informal Volunteering		Population Share
	Incidence	Share	Incidence	Share	
Overall (unemployed)	29.2		77.8		
Weeks of unemployment		100		100	100
< 5	29.5	39.2	76.9	37.8	38.6
5 - 13	28.2	30.0	79.2	31.1	30.8
14 - 26	33.4	19.2	75.0	15.9	16.6
27 - 52	25.2	8.4	86.2	10.6	9.7
> 53 plus	21.2	3.2	84.9	4.7	4.3
Years of joblessness		100	69.7	100	100
One-half or less	33.0	25.2	81.9	24.7	21.2
Over one-half, up to 2 years	26.7	13.0	70.9	13.8	13.5
Over 2, up to 5 years	29.6	15.6	71.1	14.9	14.6
Over 5, up to 10 years	28.2	18.9	69.9	18.6	18.5
Over 10 years	23.5	27.3	60.8	28.2	32.3
When last worked		100		100	100
Within last year	31.7	25.5	80.4	25.8	21.7
More than a year ago	26.2	56.8	65.7	56.7	58.4
Never worked	24.0	17.7	59.4	17.5	19.9

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

4.1.3 Formal Volunteering and Labour Market Participation Patterns: A Comparison of 1987 and 1997

The following tables show the incidence of formal volunteering by a range of labour market participation patterns for 1987 and 1997. The first point to note is that the incidence of formal volunteering in 1997, at 31.4 percent, was higher than the rate in 1987 (27 percent) (Exhibit 4.5). In fact, the rate was higher for every labour market group in 1997 than it was in 1987. With some notable exceptions, which are highlighted below, the differences tended not to be large, however.

Exhibit 4.5 shows the incidence of formal volunteering in 1987 and 1997 by labour market status. Here we find that, while the rate was higher in 1997 for all groups as noted above, the difference was somewhat higher for the unemployed. The incidence of formal volunteering for this group rose from 23.0 percent in 1987 to 29.2 percent in 1997.

EXHIBIT 4.5
Percentage Incidence and Share of Formal Volunteering by Labour Force Status, 1987 and 1997

Characteristic	Year	Formal Volunteering		Population Share
		Incidence	Share	
Overall	1987	27.0	100	100
	1997	31.4	100	100
Not in labour force	1987	23.7	29.0	33.1
	1997	26.8	30.1	35.3
Unemployed	1987	23.0	4.4	5.1
	1997	29.2	4.9	5.2
Employed	1987	29.1	66.6	61.7
	1997	34.3	65.0	59.5

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Exhibit 4.6 provides detail on how the incidence of formal volunteering varies depending on the duration of unemployment. Looking first at weeks of unemployment, we find that for most periods, there was relatively little change in the incidence of formal volunteering. The two exceptions are for individuals unemployed for 14-26 weeks and for 27-52 weeks. In both these cases, the incidence of formal volunteering increased significantly between 1987 and 1997.

The incidence of formal volunteering for employed workers with a variety of labour market characteristics is shown in Exhibit 4.7. Among all employed individuals, the incidence of formal volunteering was over one-third (34.3 percent) in 1997, compared to 29.1 percent in 1987. The increase over the decade was particularly large in the case of self-employed workers — the incidence of formal volunteering among this group rose from 33.0 percent in 1987 to reach 40.6 percent in 1997. It is interesting to note as well that, among all employed workers, the share who were self-employed doubled between 1987 and 1997, increasing from 8.3 percent of workers to 16.1 percent. As a result, they represented one-fifth of all formal volunteers in 1997, double their share in 1987.

EXHIBIT 4.6
Percentage Incidence and Share of Formal Volunteering by Weeks of Unemployment and Years of Joblessness, 1987 and 1997

Characteristic	Year	Formal Volunteering		Population Share
		Incidence	Share	
Overall	**1987**	23.0	100.0	100.0
	1997	29.2	100.0	100.0
Weeks of unemployment				
< 5 weeks	**1987**	27.2	96.3	95.7
	1997	29.5	39.2	38.6
5-13 weeks	**1987**	27.4	1.8	1.8
	1997	28.2	30.0	30.8
14-26 weeks	**1987**	22.1	1	1.2
	1997	33.4	19.2	16.6
27-52 weeks	**1987**	19.5	0.5	0.8
	1997	25.2	8.4	9.7
53+ weeks	**1987**	19.5	0.4	0.5
	1997	21.2	3.2	4.3
Years of joblessness				
One-half or less	**1987**	27.1	28.3	26.0
	1997	33.0	25.2	21.2
Over one-half, up to 2 years	**1987**	22.8	12.7	13.8
	1997	26.7	13.0	13.5
Over 2, up to 5 years	**1987**	29.7	14.9	12.4
	1997	29.6	15.6	14.6
Over 5, up to 10 years	**1987**	23.8	15.6	16.3
	1997	28.2	18.9	18.5
Over 10 years	**1987**	22.4	28.4	31.5
	1997	23.5	27.3	32.3

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

The incidence of formal volunteering also rose significantly in the case of individuals working without pay in a family business. As noted in the previous section, this group represents only a tiny fraction of all workers. Their volunteering patterns do raise some interesting questions, however. For example, this may be a group of individuals who are inclined to "help out," both in the family business and outside, in the broader community.

EXHIBIT 4.7
Percentage Incidence and Share of Formal Volunteering by Class of Worker, Full-/Part-time Schedule, Multiple Job Holding, 1987 and 1997

Characteristic*	Year	Formal Volunteering		Population Share
		Incidence	Share	
Overall	**1987**	29.1	100.0	100.0
	1997	34.3	100.0	100.0
Class of worker (main job)				
Paid employee	**1987**	28.1	89.3	91.0
	1997	32.9	80.2	83.5
Self-employed	**1987**	33.0	9.6	8.3
	1997	40.6	19.0	16.1
Working in family business (unpaid)	**1987**	41.8	1.1	0.7
	1997	69.9	0.8	0.4
Full-/part-time schedule				
Full-time	**1987**	27.4	77.9	81.1
	1997	31.7	73.7	79.7
Part-time	**1987**	33.4	22.1	18.9
	1997	44.4	26.3	20.3
Multiple job holder				
No, single job holder	**1987**	28.6	93.7	95.5
	1997	33.5	92.9	95.0
Yes, multiple job holder	**1987**	41.2	6.3	4.5
	1997	49.0	7.1	5

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Note that the 1987 survey did not ask respondents about the nature of their job attachment (permanent, seasonal, temporary/term/ contract, casual/other).

Another group for which the incidence of formal volunteering rose significantly between 1987 and 1997 consists of part-time workers. In this case, the rate rose by a full 11 percentage points, increasing from 33.4 percent in 1987 to reach 44.4 percent in 1997. Last, we note that the incidence of formal volunteering among multiple job holders also rose significantly between 1987 and 1997.

Overall, then, it was workers employed in non-standard jobs and those who had been employed for six months or less for whom patterns of participation in formal volunteer activities changed, in some cases dramatically, over the ten-year period between 1987 and 1997. This finding clearly raises the question of why — do short-term unemployment and non-standard jobs give people the flexibility that allows them to participate in formal volunteering or, conversely, do

they engage in volunteer activities in order to acquire new skills and a "track record" that will allow them to seek out traditional, full-time jobs as paid employees?

It is to this question of the motivations for volunteering — specifically, motivations that may be considered to be work related — that the discussion now turns.

4.2 Volunteering for Work-Related Reasons

Individuals who volunteer do so for a variety of reasons. Chapter Three presented a detailed discussion of the motivations for volunteering as these relate to a range of demographic and personal characteristics. In this section, the focus is on the relationships between the different motivations for formal volunteering and a range of labour market outcomes.

One set of motivations includes volunteering for work-related reasons. The most obvious work-related reason for volunteering is to improve one's job opportunities. However, correlation analysis of the responses to a range of questions on the motivations behind engaging in volunteer activities showed that two other factors were also frequently cited by individuals seeking to improve their job opportunities. These are "volunteering to explore your own strengths" and "volunteering in order to use your skills and experience." In light of the linkages between these motivations, the discussion in this section focuses on these three in particular.

That being said, we note at the outset that while individuals may be motivated to volunteer by a variety of considerations, it is essentially always in the context of working voluntarily for an organization that represents a cause in which the respondent believes. As the discussion that follows will show, regardless of which labour force indicator is used, over 95 percent of respondents in each group reported that their volunteer activities were directed to a cause in which they personally believe.

The motivations behind volunteering are shown for employed individuals, the unemployed and those not in the labour force in Exhibit 4.8. Here, we find that the percentages of respondents citing the three work-related motivations are substantially higher for unemployed individuals than for those who are employed. While the vast majority of respondents reported that volunteering allowed them to use their skills and experience, the rate was higher among the unemployed, at 87.3 percent, than the employed (78.1 percent) or those not in the labour force (76.1 percent). Similarly, larger percentages of unemployed respondents cited "to explore your own strengths" and "to improve your job opportunities" than either of the other two groups. The difference on the latter motivation is particularly large, with the percentage of unemployed respondents who cited improving their job opportunities as a motivation for volunteering (39 percent) being almost twice as high as in the case of employed individuals (21.4 percent) or those not in the labour force (20.3 percent).

There were only small differences by labour force status on the other motivations included in the NSGVP. Labour force status bore little relationship to volunteering for reasons relating to being affected either personally or knowing someone affected by the cause the organization supports. There was some tendency, however, for those not in the labour force to be motivated to volunteer to a somewhat greater extent than either employed or unemployed individuals either to fulfill religious obligations or beliefs or because their friends volunteered.

EXHIBIT 4.8
Percentage of Formal Volunteers Reporting Different Motivations to Volunteer, by Labour Force Status, 1997

	Believe in Cause	Personally Affected by Cause or Know Someone Who is	Friends Volunteer	To Fulfill Religious Obligations /Beliefs	To Improve Job Opportunities	To Explore Own Strengths	To Use Skills and Experiences
Overall	96.0	67.1	25.0	29.0	21.9	54.3	77.9
Employed	96.2	67.8	23.4	26.5	21.4	54.7	78.1
Unemployed	96.0	68.1	25.0	23.1	39.0	63.1	87.3
NLF	95.7	65.5	28.4	35.3	20.3	52.2	76.1

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

The relationship between motivations for volunteering and duration of unemployment is more complex (Exhibit 4.9). First, much higher than average percentages of individuals who have been unemployed for 27 to 52 weeks or for more than 53 weeks report being motivated to volunteer at least partly in order to improve their job opportunities. However, lower than average percentages of respondents who have been unemployed for over one year cite "to explore your own strengths" or "to use your skills and experience," a reflection perhaps in part of a deterioration in self confidence as the duration of unemployment increases. It may also reflect the fact that "using your skills and experience" can be viewed from two perspectives. On the one hand, volunteering can be seen as one way in which an individual can keep their skills honed during spells of unemployment. On the other hand, this motivation can reflect a person's realization that they have a skill or set of skills that could make a positive contribution to an organization or cause in need of assistance. It is interesting to note as well that the long-term unemployed (more than one year) also tend to cite two other motivations at a higher rate than those who have been unemployed for less than one year — volunteering because their friends volunteer and volunteering because they have been personally affected or know someone who has been personally affected by the cause which the organization supports.

EXHIBIT 4.9
Percentage of Formal Volunteers Reporting Different Motivations of Formal Volunteers by Duration of Unemployment, 1997

	Believe in Cause	Personally Affected by Cause or Know Someone Who is	Friends Volunteer	To Fulfill Religious Obligations/ Beliefs	To Improve Job Opportunities	To Explore Own Strengths	To Use Skills and Experiences
Overall	95.6	69.3	25.1	22.0	39.0	65.4	89.2
< 5 weeks	95.5	65.6	31.4	14.9	34.7	60.9	87.6
5-13 weeks	94.2	71.9	23.5	30.2	43.1	72.1	91.8
14-26 weeks	97.0	71.1	14.1	24.4	33.6	58.9	89.6
27-52 weeks	96.1	64.9	23.7	15.8	54.0	80.9	89.7
53+ weeks	100	92.9	32.7	36.1	47.9	57.4	80.5

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Some differences behind the motivations for volunteering are apparent when part-time workers are compared to full-time (Exhibit 4.10). Most notably, a significantly higher share of part-time workers (33 percent) compared to full-time workers (17.2 percent) report that volunteering is partly motivated by a desire to improve their job opportunities. Part-time workers are also more likely than full-time workers to volunteer to explore their own strengths. Among the other motivations for volunteering, there is very little difference between full time and part-time workers who volunteer.

EXHIBIT 4.10
Percentage of Formal Volunteers Reporting Different Motivations to Volunteer, by Full- or Part-Time Status, 1997

	Believe in Cause	Personally Affected by Cause or Know Someone Who is	Friends Volunteer	To Fulfill Religious Obligations /Beliefs	To Improve Job Opportunities	To Explore Own Strengths	To Use Skills and Experiences
Overall	96.0	67.1	27.1	29.0	21.9	54.3	77.9
Full-time	96.1	67.5	23.0	26.2	17.2	52.2	77.3
Part-time	96.3	68.6	24.7	27.4	33.0	61.6	80.2

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

When motivations for volunteering are examined according to the reason for working part-time, it becomes apparent that one group in particular is driving the relationship between working part-time and volunteering in order to improve one's job opportunities. That group is students, as 60.3 percent of formal volunteers who said that going to school was the main reason for working part-time cited being motivated to volunteer in order to improve the chances of finding a job (Exhibit 4.11). This group also scored higher than other groups on volunteering to explore their own strengths (70.8 percent) and to use their skills and experiences (86.7 percent). Involuntary part-timers, i.e., those who would have preferred full-time work, also reported volunteering to improve their job opportunities to a greater extent than other types of part-time workers, but not nearly to the same extent as students. Furthermore, involuntary part-timers were no more likely than other types of part-time workers to report being motivated to explore their own strengths or to use their skills and experience. It is interesting to note that volunteering because one is personally affected (either directly or through a friend) by the cause supported by the organization is particularly high among those who work part-time due to illness.

A closer look into the relationship between the motivations for volunteering and student status is provided by Exhibit 4.12. Among students, it is those attending school on a full-time basis who score by far the highest on each of the three work-related motivations (i.e., to use skills and experiences (83.7 percent); to explore own strengths (69.2 percent); to improve job opportunities (57.9 percent). Larger proportions of part-time students also cite these motivations compared to non-students, but the differences are much smaller than in the case of full-time students.

EXHIBIT 4.11
Percentage of Formal Volunteers Reporting Different Motivations to Volunteer, by Reason for Part-Time Work, 1997

	Believe in Cause	Personally Affected by Cause or Know Someone Who is	Friends Volunteer	To Fulfill Religious Obligations /Beliefs	To Improve Job Opportunities	To Explore Own Strengths	To Use Skills and Experiences
Overall	96.2	68.5	24.8	27.2	33.1	61.7	80.4
Illness	100	81.8	23.4	36.7	11.6	59.5	70.5
Personal family responsibility	97.8	76.7	19.8	33.8	13.8	59.5	83.5
Involuntary part-time	97.2	67.9	25.9	22.4	37.3	62.5	80.4
Student	94.4	60.8	31.1	23.3	60.3	70.8	86.7
Personal preference	96.2	71.2	20.2	30.5	13.2	52.2	71.5

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

EXHIBIT 4.12
Percentage of Formal Volunteers Reporting Different Motivations to Volunteer, by Student Status, 1997

	Believe in Cause	Personally Affected by Cause or Know Someone Who is	Friends Volunteer	To Fulfill Religious Obligations /Beliefs	To Improve Job Opportunities	To Explore Own Strengths	To Use Skills and Experiences
Overall	96.0	67.1	32.7	29.0	21.9	54.3	77.9
Full-time student	91.8	56.8	18.0	20.6	57.9	69.2	83.7
Part-time student	96.7	62.8	22.9	25.1	27.1	56.6	78.8
Non-student	96.5	69.4	30.7	27.8	17.7	53.9	77.9
N/A (aged 65 or older)	97.9	66.5	25.0	48.3	3.4	38.0	71.1

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Exhibit 4.13 shows the motivations for volunteering for permanent workers and for workers in a range of non-standard work arrangements. Here, we find that it is temporary, term or contract workers and casual workers who are most likely to report volunteering in order to improve their job opportunities (40.6 percent and 37.1 percent respectively); volunteers with permanent employment were least likely to cite this motivation as a reason for volunteering. Temporary, term or contract workers and casual workers were also more likely to report volunteering in order to explore their own strengths. On the third work-related motivation, however, the pattern breaks down. While, as expected, the temporary, term or contract worker group scored above the average on volunteering to use their skills and experience, this was not the case for casual workers where, in fact, a less-than-average share cited this motivation. The latter result may reflect the fact that this group of individuals may not have (or perceive themselves to have) skills and experience that would be valued by a volunteer organization.

EXHIBIT 4.13
Percentage of Formal Volunteers Reporting Different Motivations to Volunteer, by Type of Job, 1997

	Believe in Cause	Personally Affected by Cause or Know Someone Who is	Friends Volunteer	To Fulfill Religious Obligations /Beliefs	To Improve Job Opportunities	To Explore Own Strengths	To Use Skills and Experiences
Overall	95.8	67.4	23.8	25.3	22.3	55.8	78.3
Permanent	95.9	68.1	23.7	25.7	20.2	54.9	78.2
Seasonal	95.6	60.7	31.2	19.0	24.9	59.5	78.0
Temporary term or contract	93.0	66.1	20.0	22.2	40.6	63.0	83.9
Casual or other	98.2	57.4	28.5	22.3	37.1	63.7	71.6

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Exhibit 4.14 shows that generally there is no consistent pattern between hourly wages and motivations for volunteering, with two important exceptions — two of the job-related motivations exhibit an inverse relationship with earnings. People who earn less money are more likely to be volunteering to improve their job opportunities and to explore their strengths than are people with higher hourly wages (they are also more likely to be volunteering because their friends volunteer). This pattern does not hold in the case of people who are motivated by the prospect of making use of their skills and experiences — people in all wage groups tend to cite this reason at similar rates (between 78 percent to 80 percent).

EXHIBIT 4.14
Percentage of Formal Volunteers Reporting Different Motivations to Volunteer, by Hourly Wage, 1997

	Believe in Cause	Personally Affected by Cause or Know Someone Who is	Friends Volunteer	To Fulfill Religious Obligations /Beliefs	To Improve Job Opportunities	To Explore Own Strengths	To Use Skills and Experiences
Overall	95.8	67.4	23.8	25.3	22.3	55.8	78.3
$7 and less	94.1	64.5	31.9	22.9	43.5	65.1	78.8
$8-$11	95.7	66.6	24.4	27.0	27.4	62.6	78.3
$12-$16	96.8	67.9	24.2	27.7	19.0	57.0	79.0
$17-$23	96.4	69.2	21.6	23.9	15.2	50.5	76.9
$24 and more	95.3	67.7	18.8	23.9	12.8	46.2	78.7

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Last, we look at the extent to which reality matches expectations for volunteering. For this we observe the self-reported outcomes of those with labour-market motivations. Individuals who have job-related motives for volunteering hope for, and actually experience, positive job-related outcomes from their (formal) volunteer activities (Exhibit 4.15). As expected, 79.5 percent of unemployed individuals who volunteered partly to improve their job opportunities thought that volunteering would help them find a job. And, in fact, formal volunteers motivated to improve

their job opportunities were significantly more likely than those with any other motivation to report that volunteering had helped them find a job (30 percent). Individuals with this motivation also scored much higher than the other groups in terms of linking their volunteer activities to their success in their paid job. Individuals motivated to volunteer by the desire "to explore their own strengths" also were more likely to think that volunteering would help in finding a job, and they were slightly more likely to report that it had helped them find employment and that volunteering had contributed to their success in their paid job.

EXHIBIT 4.15
Percentage Indicating Formal Volunteering Contributed to Success in Current Job or in Finding Paid Employment, by the Motivations of Formal Volunteers, 1997

	Helped Your Chances of Success in Your Paid Job (% of employed volunteers)	Thought it Would Help in Finding a Job (percentage of unemployed volunteers)	Ever Helped you Obtain Employment (percentage of all volunteers)
Overall	28.1	54.5	12.4
Believe in cause	28.1	53.6	12.4
Personally affected by cause or know someone who is	29.3	59.1	13.2
Friends volunteer	31.4	50.4	14.2
To improve job opportunities	56.5	79.5	29.1
To fulfill religious obligations/beliefs	31.7	56.9	12.4
To explore own strengths	23.9	64.8	16.6
To use skills and experiences	32.8	58.9	14.9

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

4.3 Labour Market Indicators and Skills Gained Through Volunteering

4.3.1 1997 Results

Until now we have assumed outcomes of volunteers by observing volunteer incidence rates by labour market and well-being indicators. Now we turn to actual outcomes as reported by volunteers. Respondents to the NSGVP were asked whether their volunteer activities provided them with a variety of specific skills, all of which can contribute to an individual's success in the labour market (Exhibit 4.16). Note that the question on skills that can be applied to the job was asked only of employed formal volunteers (column one of Exhibit 4.16), while questions on a range of other specific skills were asked of all formal volunteers (columns two to eight of Exhibit 4.17). Just over one-third of employed volunteers reported that their volunteer activities provided them with skills they could apply directly to their jobs.

EXHIBIT 4.16
Percentage of Formal Volunteers Reporting Different Skills Gained Through Formal Volunteering, by Age and Gender, 1997

	Skills That Can Apply to Your Job	Fundraising Skills	Technical or Office Skills	Organizational, Managerial Skills	Increased Knowledge	Communication Skills	Inter-Personal Skills	Other Skills or Knowledge
Total	34.1	39.0	25.0	51.5	64.0	66.2	76.2	12.6
Gender								
Male	32.8	36.5	27.2	52.3	62.6	67.3	75.2	12.1
Female	35.5	41.2	23.1	50.8	65.2	64.8	77.0	13.0
Age								
15-24	45.6	45.3	34.3	63.0	68.1	77.3	83.1	14.1
25-34	36.2	39.5	26.9	57.6	65.9	71.3	78.8	12.4
35-44	32.3	41.0	24.9	51.4	64.2	66.0	76.9	13.7
45-54	31.6	39.6	23.6	49.9	65.3	64.2	76.0	13.0
55-64	25.4	35.3	16.9	42.6	60.2	58.6	70.5	10.6
65+	12.0	26.1	17.0	34.1	55.2	50.5	64.9	8.5

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

As for the other skills, by far the most common type of skill cited consisted of interpersonal skills, with 76.2 percent of respondents indicating that their volunteer activities provided them with these skills. The next most common types of skills were communications skills (66.2 percent) and increased knowledge (64 percent). The only other type of skills cited by 51.5 percent of respondents were organizational and managerial skills. Male and female respondents exhibited very similar patterns on the reported types of skills gained through their volunteer activities.

Differences by age were more marked. Here, we find, that, with the exception of "other skills or knowledge," higher proportions of those in the two youngest age groups — less than 25 years old and aged 25-34 years — reported gaining all types of skills compared to the other age groups. Youth scored significantly above the average with respect to gaining organizational and managerial skills, communication skills, technical and office skills, and interpersonal skills. Employed youth (15-24) were also more likely than employees 35 years and over to report that volunteering provided them with skills they could apply to their jobs. In fact, there is a consistent inverse relationship between age and the perceived utility of volunteering in terms of the extent to which it provides individuals with various types of skills — not surprisingly, perhaps, youth and young adults benefited most from their volunteering experiences in terms of the skills they acquired.

This consistency can also be seen with respect to student status, though the differences are less marked. In this case, students tended to cite gaining each type of skill more frequently than non-students, and full-time students more than part-time students (Exhibit 4.17).

EXHIBIT 4.17
Percentage of Formal Volunteers Reporting Different Skills Gained Through Formal Volunteering, by Level of Educational Attainment and Student Status, 1997

	Skills That Can Apply to Your Job	Fundraising Skills	Technical or Office Skills	Organizational, Managerial Skills	Increased Knowledge	Communication Skills	Inter-Personal Skills	Other Skills or Knowledge
Total	34.1	39.0	25.0	51.5	64.0	66.2	76.2	12.6
Educational Attainment								
Primary	22.8	34.9	17.3	35.8	55.3	55.8	68.4	6.9
Some high school	29.0	43.1	23.9	50.2	61.0	64.8	74.4	11.3
High school	29.1	40.1	24.7	53.8	61.9	65.5	76.1	11.9
Some post-secondary	38.2	40.1	31.5	56.3	65.9	70.6	79.2	14.9
College	31.7	38.8	25.0	50.0	63.9	66.1	76.8	11.9
University	41.4	35.5	23.0	52.4	69.0	66.7	76.5	14.7
Student Status								
Full-time student	51.5	46.2	35.1	63.1	69.5	78.3	82.0	15.2
Part-time student	41.5	36.1	27.1	54.9	67.4	73.1	80.9	13.9
Non-student	32.3	39.6	24.0	51.6	64.1	65.9	76.6	12.6

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

The patterns relating to educational attainment are less clear, with differences across the different groups often being small. Generally speaking, larger proportions of individuals with some post-secondary education reported gaining each type of skill; individuals with only a primary education were least likely to report gaining each skill type. Among employed volunteers, it was those with some post-secondary education and those with a university degree who were most likely to report that volunteering provided them with skills they could apply to their jobs.

The next set of indicators relates the types of skills gained from volunteering to the key set of questions addressed in this section — that is, types of skills reported by individuals with different labour force characteristics.

The first of these is labour force status. Here, because, as we noted, the first skills-related question — skills that one can apply to one's job — was asked only of employed individuals, this question is not applicable to individuals who were unemployed or not in the labour force. On each of the remaining skill types, a greater than average proportion of unemployed individuals reported that their volunteer activities provided them with skills (Exhibit 4.18). In particular, at 82.1 percent, unemployed volunteers were much more likely to report gaining interpersonal skills as a result of their volunteering activities than were employed individuals or those not in the labour force.

EXHIBIT 4.18

Percentage of Formal Volunteers Reporting Different Skills Gained Through Formal Volunteering, by Labour Force Status, Full- or Part-Time Employment, and Class of Worker, 1997

	Skills That Can Apply to Your Job	Fundraising Skills	Technical or Office Skills	Organizational, Managerial Skills	Increased Knowledge	Communi-cation Skills	Inter-Personal Skills	Other Skills or Knowledge
Total	34.1	39.0	25.0	51.5	64.0	66.2	76.2	12.6
Labour Force Status								
Employed	34.1	39.1	24.7	52.8	64.2	67.1	76.9	12.1
Unemployed	—	41.3	26.4	56.3	69.6	69.8	82.1	18.9
NLF	—	38.5	25.5	47.9	62.7	63.6	73.8	12.6
FT/PT								
Full-time	32.2	38.9	23.6	52.1	63.7	65.6	76.0	11.2
Part-time	39.6	39.8	27.6	54.8	65.7	71.1	79.4	14.6
Class of Worker								
Employee	33.5	39.9	24.7	53.2	63.8	67.1	77.1	11.9
Self-employed	37.5	35.7	24.8	51.2	66.0	67.2	76.1	12.7
Working in family business without pay	22.1	40.8	19.2	47.4	62.8	69.1	75.3	9.4
N/A — not employed	—	38.9	25.6	49.0	63.7	64.5	74.9	13.5

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

EXHIBIT 4.19

Percentage of Formal Volunteers Reporting Different Skills Gained Through Formal Volunteering, by Weeks of Unemployment, 1997

	Skills That Can Apply to Your Job	Fundraising Skills	Technical or Office Skills	Organizational, Managerial Skills	Increased Knowledge	Communi-cation Skills	Inter-Personal Skills	Other Skills or Knowledge
Total	—	42.2	26.4	56.8	70.9	70.6	83.7	19.6
Weeks of unemployment								
< 5 weeks	—	43.1	23.1	57.3	70.3	66.3	84.1	15.2
5-13 weeks	—	41.2	31.4	60.9	66.4	74.7	82.8	19.2
14-26 weeks	—	43.2	19.5	47.4	77.9	69.3	83.2	29.8
27-52 weeks	—	53.3	39.8	59.7	70.3	73.8	82.6	23.5
53+ weeks	—	7	28.7	61.9	80.5	85.2	94.0	7.4

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

There does appear to be a relationship between skills gained and duration of unemployment (Exhibit 4.19). What is most striking is the fact that very high percentages of the long-term unemployed — those unemployed for more than one year — report gaining three sets of skills in particular — interpersonal skills, communication skills, and increased knowledge. These results suggest that volunteering may play a very useful role for the long-term unemployed, by providing them with opportunities for social interaction in a work-like environment, and by reducing the isolation many of these individuals face which can often lead to the atrophying of work-related social skills.

Some differences are also apparent when part-time and full-time workers are compared, with those working part time being more likely to report gaining each type of skill compared to those working full-time (Exhibit 4.20). In particular, part-time workers are much more likely to report gaining communications skills and skills they could apply to their jobs. Similarly, there is a general tendency for larger percentages of non-standard workers — seasonal, temporary, term or contract, casual workers, and multiple job-holders — to report gaining a variety of skills from their volunteer activities than workers employed on a permanent basis (Exhibit 4.18). Again, the interpersonal skills gained through volunteering appear to be valued by particularly large shares of casual workers, with 82.6 percent of them reporting gaining these types of skills.

EXHIBIT 4.20
Percentage of Formal Volunteers Reporting Different Skills Gained Through Formal Volunteering, by Type of Employment, 1997

	Skills That Can Apply to Your Job	Fundraising Skills	Technical or Office Skills	Organizational, Managerial Skills	Increased Knowledge	Communi-cation Skills	Inter-Personal Skills	Other Skills or Knowledge
Total	33.5	39.9	24.7	53.2	63.8	67.0	77.1	11.9
Permanent	32.1	39.9	24.3	52.5	63.3	66.4	77.1	11.7
Seasonal	26.9	43.5	24.9	57.0	62.8	75.6	74.0	7.5
Temporary term or contract	47.4	37.2	23.9	59.4	68.6	71.2	74.7	16.0
Casual or other	43.2	43.1	32.9	56.9	66.5	70.8	82.6	12.7

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

More insights are provided by Exhibit 4.21 which shows the types of skills gained through volunteer activities, by reason for working part-time. Individuals working part-time because they are students were much more likely than other types of part-time workers to report gaining most types of skills — skills that can be applied to their job, technical and office skills, organizational and managerial skills, increased knowledge, and communications skills. It is interesting to note, however, that involuntary part-time workers were most likely to report gaining interpersonal skills through their volunteer activities.

EXHIBIT 4.21
Percentage of Formal Volunteers Reporting Different Skills Gained Through Formal Volunteering, by Reason for Part-Time Employment, 1997

	Skills That Can Apply to Your Job	Fundraising Skills	Technical or Office Skills	Organizational, Managerial Skills	Increased Knowledge	Communi-cation Skills	Inter-Personal Skills	Other Skills or Knowledge
Overall	39.8	40.0	27.6	54.9	65.8	70.9	79.3	14.7
Illness	29.6	32.7	16.4	28.6	59.8	57.4	67.2	18.3
Personal/ family responsibility	31.9	46.4	25.3	57.0	66.0	73.1	82.4	15.8
"Involuntary part-time"	30.4	43.8	26.9	52.3	65.4	69.8	84.9	13.2
"Student"	50.1	39.7	35.5	63.5	70.1	78.4	80.8	16.6
Personal preference	30.2	33.2	21.4	17.4	61.5	62.6	71.3	12.7

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Types of skills gained by hourly wage rates are shown in Exhibit 4.22. Here we find, consistent with the results reported above, that, though the relationship is not strictly linear, generally increasing percentages of respondents report gaining most types of skills as hourly wage rates decrease.

EXHIBIT 4.22
Percentage of Formal Volunteers Reporting Different Skills Gained Through Formal Volunteering, by Hourly Wage, 1997

	Skills That Can Apply to Your Job	Fundraising Skills	Technical or Office Skills	Organizational, Managerial Skills	Increased Knowledge	Communi-cation Skills	Inter-Personal Skills	Other Skills or Knowledge
Total	33.5	39.9	24.7	53.2	63.8	67.0	77.1	11.9
$7 and less	38.5	40.4	28.7	55.6	63.8	69.8	80.6	13.1
$8-$11	34.8	39.8	26.3	55.7	63.3	68.2	76.1	11.0
$12-$16	33.0	42.5	22.6	52.8	66.3	69.3	79.3	11.1
$17-$23	31.0	40.0	25.6	53.7	63.9	64.7	75.1	12.5
$24 and more	31.8	36.1	21.1	48.5	60.9	63.5	75.2	10.4

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Next, we cross-tabulate the skills that people gain through formal volunteering with their motivations for volunteering (Exhibit 4.23). We find that those people who are motivated to volunteer for job-related reasons (to improve their job opportunities, explore their strengths, or use their skills and experiences) had the highest incidence of gaining skills of all kinds. For instance, 81.7 percent of people motivated to volunteer in order to improve their job opportunities reported gaining communication skills (compared to 66.2 percent of respondents overall) and 57.6 percent of this group gained skills applicable to their job (compared to 34.2 percent overall).

EXHIBIT 4.23
Percentage of Formal Volunteers Reporting Different Skills Gained Through Formal Volunteering, by Motivation for Volunteering, 1997

	Skills That Can Apply to Your Job	Fund-raising Skills	Technical or Office Skills	Organizational, Managerial Skills	Increased Knowledge	Communi-cation Skills	Inter-Personal Skills	Other Skills or Knowledge
Overall	34.2	39.0	25.0	51.5	64.0	66.2	76.3	12.6
Believe in cause	34.5	39.7	24.9	51.8	64.5	66.6	76.7	12.6
Personally affected by cause or know someone who is	36.8	41.7	25.0	54.1	67.1	68.7	78.7	13.1
Friends volunteer	34.6	44.2	27.2	53.6	63.8	67.6	76.6	12.9
To improve job opportunities	57.6	46.7	39.8	67.2	76.2	81.7	86.2	15.5
To fulfill religious obligations/ beliefs	39.0	39.0	24.2	54.9	66.6	71.7	79.8	14.5
To explore own strengths	44.0	46.7	31.4	64.2	73.0	77.7	86.1	15.4
To use skills and experiences	39.8	42.7	28.8	58.4	69.8	72.5	82.2	14.0

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

4.3.2 Skills Gained Through Formal Volunteering: A Comparison of 1987 and 1997

The 1987 and 1997 surveys of volunteering also allow a comparison of responses to questions asked about the kinds of skills respondents felt they had gained as a result of their volunteer activity. Rather than repeat all of the tables shown in the previous section for the two years, the discussion here focuses on some key relationships. Interested readers are referred to the statistical appendix (Appendix B) for detailed tables showing the data for types of skills gained from formal volunteering for all of the available cross-tabulations.

Exhibit 4.24 shows a simple comparison of the percentage of respondents in 1987 and in 1997 citing gaining each of a number of skills. As noted earlier, only employed individuals were asked whether volunteering formally had given them skills they could apply to their job; questions on the range of other skills were asked of all formal volunteers.

Probably the most striking finding in Exhibit 4.24 is the fact that the percentage of respondents reporting that their volunteer activity had helped them gain skills they could apply to their job dropped significantly between 1987 and 1997. In contrast, larger proportions of respondents — and, in some cases, substantially more — reported that volunteering had helped them gain the other, more specific, types of skills. The wording on the two surveys was carefully checked to try to determine whether these results reflected a change in how the question was asked, but there is nothing to suggest that this can provide an explanation for this result. Thus, we conclude that the drop in those who thought that volunteering provided skills they could apply to their job is real.

EXHIBIT 4.24
Percentage of Formal Volunteers Reporting Skills Gained through Formal Volunteering, 1987 and 1997

	1987	1997
Skills that can apply to your job	46.6	34.1
Fundraising skills	33.8	39.0
Technical or office skills	19.5	25.0
Organizational, managerial skills	41.0	51.5
Increased knowledge	29.4	64.0
Communication skills	43.6	66.2
Interpersonal skills	55.7	76.2
Other skills or knowledge	11.1	12.6

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

While we do not want to speculate beyond what the data can tell us, we do offer a possible explanation for this finding. That explanation is centred around the fact that, over the past decade, growing emphasis has been placed on a number of generic skills, such as communication skills, organizational and managerial skills, and interpersonal skills. The fact that these skills are specific and have been highlighted in discussions around the skill requirements of jobs may make them more identifiable for individuals, more so than the vaguer concept of skills applicable to a specific job. On balance, however, we find that even this is not a fully satisfactory explanation. This drop remains somewhat puzzling and is one that merits further investigation.

In terms of the other, more specific skills, while larger proportions of respondents reported gaining each type in 1997 than in 1987, the order of ranking remained more or less the same in the two years. In each case, the two top-ranking skills were interpersonal skills and communication skills. In 1987, organizational/managerial skills ranked third while in 1997, increased knowledge ranked third. More notable is the increase in the percentage of respondents citing particular skills. In the case of increased knowledge, this percentage rose from 29.4 percent in 1987 to 64.0 percent in 1997; the percentage citing communications skills rose from 43.6 percent to 66.2 percent; and the percentage citing interpersonal skills rose from 55.7 to 76.2 percent. While the other skill types also saw increases, none approached these levels of change.

Variations in skills gained, by age group, for 1987 and 1997 are shown in Appendix Table B.1. Here we find that, while the percentage of respondents reporting gaining skills they could apply to their job decreased over the decade, the drop was significantly smaller for youth aged 15-24 years. And, unlike 1997 when higher proportions of youth tended to cite each skill type, the pattern for 1987 is less clear cut. Only in the case of communication skills were youth aged 15-24 much more likely than other age groups to report gaining a skill. On the other skill types, while the differences from one age group to the next was generally not very large, there was a tendency for the percentage citing each to decrease gradually with age. Thus, the overall trend in 1987 was similar to that for 1997 in that there was an inverse relationship between age and the extent to which volunteering was perceived to provide individuals with various types of skills.

Appendix Table B.2 shows types of skills gained, by educational attainment, for 1987 and 1997. We note that the data shown in this table for 1997 differ somewhat from the data in Exhibit 4.24. This is because the 1997 survey collected data for those with high school, those with some high school, and those with only a primary school education; in 1987, individuals with some high school were grouped with those with only primary school. In order to make the data for the two years comparable, the same grouping was applied to the 1997 data for Appendix Table B.4.

With respect to educational attainment, a key point to note is that, contrary to the findings for the other groups, the percentage of individuals with some post-secondary education who reported gaining skills they could apply to their job actually increased between 1987 and 1997. Though the increase was not large (33.6 percent in 1987 versus 38.2 percent in 1997), it stands out as one instance where there was such an increase. Also unlike 1997, there was a general tendency for the percentage of respondents citing gaining skills to rise with level of educational attainment for organizational/managerial skills, communication skills and interpersonal skills. On one key point the results of the two surveys are consistent and that is with respect to the finding that individuals with less than high school completion were least likely to cite gaining each type of skill.

In the previous section, it was reported that, in 1997, a higher proportion of unemployed individuals reported gaining each specific type of skill than either the employed or those not in the labour force. The same is not the case for 1987, however (Exhibit 4.25). On most skill types the difference between the employed and the unemployed was rather small. The exceptions were fundraising skills, for which the unemployed scored significantly higher, and organizational/ managerial skills and communication skills for which the employed scored higher. These results begin to suggest that a change did in fact take place over the decade, a change reflected in how unemployed individuals perceived either the skills themselves or the role volunteering could play in providing learning opportunities, or both.

The remaining tables in Appendix B show types of skills gained through volunteering by gender (Appendix Table B.4), class of worker (employed, self-employed, unpaid family-business work) (Appendix Table B.5), and full-time/part-time employment status (Appendix Table B.5). Gender differences tend generally to be relatively small in 1987, with men being more likely to report gaining most types of skills. The only exceptions are for fundraising skills and increased knowledge in which cases slightly more women than men reported gaining these skills. Similarly, differences between employees and the self-employed are not large, with slightly more employees reporting gaining each skill type than self-employed workers. And, generally speaking, the differences between full-time and part-time also are small. With the exception of organizational/managerial skills which were cited by 44.1 percent of full-time workers in 1987 compared to 41.7 of part-time workers, slightly larger proportions of part-timers reported gaining each type of skill compared to full-time workers.

EXHIBIT 4.25
Percentage of Formal Volunteers Reporting Skills Gained through Formal Volunteering, by Labour Force Status, 1987 and 1997

	Year	Employed	Unemployed	NLF	Total
Skills that can apply to your job*	1987	46.7	—	—	—
	1997	34.1	—	—	—
Fundraising skills	1987	33.7	37.1	33.6	33.8
	1997	39.1	41.3	38.5	39.0
Technical or office skills	1987	20.6	21.6	16.7	19.5
	1997	24.7	26.4	25.5	25.0
Organizational, managerial skills	1987	45.0	37.9	33.1	41.0
	1997	52.8	56.3	47.9	51.5
Increased knowledge	1987	30.4	29.2	27.3	29.4
	1997	64.2	69.6	62.7	64.0
Communication skills	1987	46.8	43.8	36.8	43.6
	1997	67.1	69.8	63.6	66.2
Interpersonal skills	1987	58.0	58.0	50.7	55.7
	1997	76.9	82.1	73.8	76.2
Some other skill or knowledge	1987	10.7	11.8	11.9	11.1
	1997	12.1	18.9	12.6	12.6

* The 1987 survey asked about the acquisition of skills that could be applied to the respondent's job of all respondents regardless of employment status. By 1997, the question was refined to include only employed individuals. The rule adopted for the 1997 survey is applied in this table to the 1987 survey data, so that we show figures only for the employee in this year.
Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

4.4 Perceived Linkages Between Formal Volunteering and Success in the Labour Market

The discussion thus far in this chapter shows that some groups of individuals are motivated to volunteer at least in part in order to improve their job opportunities and many perceive their volunteer activities as having been useful in providing them with a range of skills likely to be viewed as desirable by potential employers. In this section, we compare respondents' expectations regarding the relationship between volunteering and success in finding a job with the reality, both in terms of whether volunteering ever helped respondents obtain a job and whether it contributed to their success in their paid job.

The difference between the expected job-related benefits of volunteering and the reality is marked. Among employed respondents, 9.6 percent reported that their volunteer activities had helped their chances of success in their paid job (Exhibit 4.26). Among the unemployed, 54 percent thought it would help in finding a job; among all respondents, 12.5 percent reported that their volunteer activities had helped them obtain employment.

EXHIBIT 4.26
Percentage Indicating Formal Volunteering Contributed to Success in Current Job or in Finding Paid Employment, by Age and Gender, 1997

	Helped Your Chances of Success in Your Paid Job (percentage of employed volunteers)	Thought it Would Help in Finding a Job (percentage of unemployed volunteers)	Ever Helped you Obtain Employment (percentage of all volunteers)
Total	9.6	54.4	12.5
Gender			
Male	8.9	52.2	10.9
Female	10.5	56.2	13.8
Age			
15-24	13.1	65.2	23.7
25-34	9.8	51.3	16.4
35-44	10.1	53.8	11.3
45-54	8.3	43.1	8.8
55-64	6.0	36.0	6.4
65+	3.6	—	2.7

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Gender differences are not large, though in each case, a slightly higher proportion of women than men reported both expecting a positive contribution from volunteering to their success in the labour market and actually experiencing a successful result from volunteering.

There is a consistent relationship between responses to these indicators and age. Almost two-thirds (65.2 percent) of youth aged 15-24 years of age thought that volunteering would help their chances in finding a job and just over half of those aged 25-34 years and 35-44 years reported having this expectation. Compared to the other age groups, a significantly higher share of under-25-year-olds (almost one-quarter) reported that their volunteer activities had in fact helped them obtain employment, with this share decreasing with increasing age. Similarly, the perception that volunteer work helped an individual's chances of success in their job, though low for all groups, was slightly higher for young workers compared to other age groups.

Exhibit 4.27 shows the relationship between expectations and actual job-related outcomes by student status and educational attainment. Three-quarters of full-time students thought their volunteer work would help them find a job; one in five reported that volunteering had actually helped them to obtain employment; and one in four reported that it had helped their chances of success in their paid job. Again, about 50 percent of part-time students and of non-students thought volunteering would help them find employment, but only in a relatively small proportion of cases had volunteering contributed to their success in finding a job or to their success in their paid job.

EXHIBIT 4.27

Percentage Indicating Formal Volunteering Contributed to Success in Current Job or in Finding Paid Employment, by Level of Educational Attainment and Student Status, 1997

	Helped Your Chances of Success in Your Paid Job (percentage of employed volunteers)	Thought it Would Help in Finding a Job (percentage of unemployed volunteers)	Ever Helped you Obtain Employment (percentage of all volunteers)
Total	9.6	54.4	12.5
Primary	2.7	43.3	5.2
Some high school	6.7	56.5	12.1
High school	6.8	59.4	9.6
Some post-secondary	12.7	63.2	17.4
College	8.8	43.8	10.7
University	16.1	55.5	15.8
Student Status			
Full-time student	21.2	75.8	23.6
Part-time student	12	50.7	17.2
Non-student	8.8	50.0	11.7

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

There are some interesting relationships between these indicators and educational attainment. Higher than average proportions of those whose highest educational attainment was high school or some post-secondary education thought that volunteering would help them find a job. But it was those with some post-secondary education and those with university education who found that volunteering had actually helped them secure employment or that volunteering had contributed to their success in their paid job.

Next, we turn to consider the perceived job-related expectations and outcomes of volunteering on a range of labour force-related variables. As was noted above, about ten percent of employed volunteers felt that their volunteer activities had helped their chances of success in their paid job and 54 percent of unemployed volunteers thought it would help in finding a job. Higher proportions of both employed and unemployed respondents than volunteers who were not in the labour force reported that volunteering had helped them find a job, with this proportion being significantly higher for the unemployed (Exhibit 4.28).

The expectation or hope that working as a formal volunteer will help in finding a job first increases with duration of unemployment, then decreases, peaking at 65 percent of those unemployed between 14 and 26 weeks (Exhibit 4.29). The pattern with regard to whether volunteering had ever helped in finding a job is less consistent. At 26.6 percent, it was individuals who had been unemployed for six months to one year who were most likely to make a link between having ever found a job and volunteering. Those who had been unemployed for less than five weeks were also slightly more likely to report that volunteering had ever helped them find a job.

EXHIBIT 4.28
Percentage Indicating Formal Volunteering Contributed to Success in Current Job or in Finding Paid Employment, by Labour Force Status, 1997

	Helped Your Chances of Success in Your Paid Job (percentage of employed volunteers)	Thought it Would Help in Finding a Job (percentage of unemployed volunteers)	Ever Helped you Obtain Employment (percentage of all volunteers)
Total	9.6	54.4	12.5
Labour Force Status			
Employed	9.6	—	14.0
Unemployed	—	54.4	17.5
NLF	—	—	8.4

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

EXHIBIT 4.29
Percentage Indicating Formal Volunteering Contributing to Success in Current Job or in Finding Paid Employment, by Weeks of Unemployment, 1997

	Thought it Would Help in Finding a Job (percentage of unemployed volunteers)	Ever Helped you Obtain Employment (percentage of all volunteers)
Total	54.3	19.0
< 5 weeks	50.9	22.6
5-13 weeks	57.1	15.2
14-26 weeks	65.0	13.8
27-52 weeks	57.8	26.6
53+ weeks	46.8	20.8

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Among the employed volunteer population, a much higher share of part-time workers than full-time workers reported that volunteering had helped them find employment and part-timers were also more likely to report that volunteering had helped their chances of success in their paid job (Exhibit 4.30). Self-employed workers were more likely than employees to report that their formal volunteer activities helped their chances of success in their paid job, but were slightly less likely than employees to report that it ever helped them to obtain employment. Among other non-standard workers, it was those working on a temporary, term or contract basis who were more likely than other types of workers to report that volunteering had ever helped them find employment or that it had contributed to their success in their paid job.

The last set of labour market indicators examined here in relation to the job-related benefits of volunteering consists of hourly wages (Exhibit 4.31). Here we find that it is those with the lowest hourly wages (up to $11 an hour) who are most likely to report that volunteering had helped them obtain employment.

EXHIBIT 4.30
Percentage Indicating Formal Volunteering Contributing to Success in Current Job or in Finding Paid Employment, by Type of Employment, Full- or Part-Time Employment, and Class of Worker, 1997

	Helped Your Chances of Success in Your Paid Job (percentage of employed volunteers)	Thought it Would Help in Finding a Job (percentage of unemployed volunteers)	Ever Helped you Obtain Employment (percentage of all volunteers)
Total	9.6	8.8	14.4
FT/PT			
Full-time	8.4	—	11.6
Part-time	14.2	—	20.8
Class of Worker			
Employee	8.8	—	14.4
Self-employed	13.2	—	12.8
Type of employment			
Permanent	8.2	—	13.4
Seasonal	5.8	—	15.2
Temporary term or contract	16.5	—	25.6
Casual or other	14.2	—	17.0

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

EXHIBIT 4.31
Percentage Indicating Formal Volunteering Contributing to Success in Current Job or in Finding Paid Employment, by Hourly Wage, 1997

	Helped Your Chances of Success in Your Paid Job (percentage of employed volunteers)	Ever Helped you Obtain Employment (percentage of all volunteers)
Total	8.8	14.4
$7 and less	11	20.7
$8-$11	7.8	20.4
$12-$16	9.0	13.6
$17-$23	7.9	10.4
$24 and more	9.2	8.8

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

4.5 Modelling Results

Results presented in Chapter Two indicate that labour market and well-being variables play a significant role in the decision to volunteer. The focus in this section is on the inverse relationship — that is, on whether volunteering leads to positive labour market outcomes. The descriptive analysis presented earlier in this chapter suggests that some individuals who engage in formal volunteering are motivated at least in part because they believe that their volunteer

activities will help to improve their job prospects. And many report that volunteering has provided them with job-related skills.

In order to determine whether there is an employment-related "pay-off" associated with volunteering, we ran a series of multiple regression analyses. The purpose of these regressions was to isolate the impact of volunteering after controlling for a number of other factors that play important roles in determining employment outcomes for individuals. Two sets of regressions were run, to explain 1) employment status (1987 and 1997) and 2) full-time permanent job status (1997). The results for each is discussed below.

4.5.1 Employment status

The first model focuses on one of the most fundamental labour market characteristics — whether an individual is employed or not. This is specified as a binary (yes/no) dependent variable, thus requiring a logistic regression. Key sociodemographic variables that help to determine an individual's employment status include age, education, sex, and whether or not one is a student. For this model, a fifth variable is also included — whether one is involved in formal volunteering. The model was run for each of 1987 and 1997, allowing us to compare the contribution of each variable to explaining variations in employment status over time.

Each set of variables is defined as follows:

- Dependent variable = employed or not (unemployed and not in the labour force);
- Independent variables:
  - Age: 25-34; 35-44; 45-64; 65+ (versus 15-24)
  - Education: high school completion; some post-secondary; college certificate/diploma; university degree (versus primary education/some high school);
  - Sex: female (versus male);
  - Student: yes versus no;
  - Formal volunteer: yes versus no.

Variables were added to the equation in a step-wise fashion, allowing each to enter in the order of its importance in explaining the variation in the dependent variable.

The results of the step-wise logistic regressions for 1987 and 1997 are shown in Exhibit 4.32. All variables in both sets of regressions are significant at the one percent level. However, some play a much larger role in determining employment status than others, as indicated by the size of the coefficients. The smallest coefficient in fact is associated with the variable indicating whether an individual is a formal volunteer in each of the two years (1987 — 0.212; 1997 — 0.189). Furthermore, the size of the coefficient on this variable decreased in 1997 compared to 1987, suggesting that the contribution of formal volunteering to "employed" status decreased over the decade.

In both years, the most important predictors of employment status in the full model are: over aged 65 (negative impact); whether an individual holds a university degree (positive); whether an individual holds a college certificate/diploma (positive); and whether an individual is a student (negative).

The step-wise regressions also provide us with a range of other useful information. First is information on what step the variable for formal volunteer status enters the regression equation. In both 1987 and 1997, this variable entered on the 9th step, following the four education dummy variables, the dummy variables for the two oldest age groups (45-64 and 65+), sex, and student status. The two variables that entered after volunteer status in both 1987 and 1997 were age 25-34 and age 35-44.

EXHIBIT 4.32
Logistic Regression Coefficients with Employment Status as the Dependent Variable (Unweighted NSGVP)

	1987	1997
Sex (male vs. female)	1.041	0.715
Age (vs. youth age 15-24 years)		
25-34	0.261	0.228
35-44	0.430	0.384
45-64	-0.346	-0.375
65+	-3.318	-3.515
Highest educational attainment (vs. primary/some high school)		
High school completion	0.709	0.811
Some post-secondary	0.916	0.796
College certificate/diploma	1.223	1.087
University degree	1.603	1.559
Student (vs. not)	-1.204	-1.106
Formal volunteer (vs. not)	0.212	0.189
Constant	-0.448	-0.289
-2 Log Likelihood (-2 LL)	56328	18249
Model Chi-Squared	18698	6670
n	55727	18301

Note: All coefficients shown are significant at 1 percent level.

Second, the -2 log likelihood statistic can be used as an indicator of which is the "best" or most efficient model to explain employment status. In 1987, this "best" model included the two dummy variables for the oldest age groups (negative impact), sex (positive), and student status (negative). This model correctly predicted employment status in 72.3 percent of the cases, compared to 75.0 percent of the cases when all 11 variables are included. In 1997, the "best" model also included the dummy variables for the two oldest age groups (negative impact), student status (negative), and the university-degree variable (positive). This model correctly predicted job status in 74.2 percent of the cases, compared to 76.1 percent when all 11 variables were included.

4.5.2 Job Status

The dependent variable in the second model is a binary (yes/no) indicator of job status (employed on a full-time permanent basis versus not). The independent or explanatory variables are as listed above.

The results of the step-wise logistic regression for 1997 are shown in Exhibit 4.33. Note that because the 1987 survey did not collect data on job attachment (permanent, seasonal, temporary/ term/contract, or casual/other), it was not possible to do the same analysis for 1987.

EXHIBIT 4.33
Logistic Regression Coefficients with Job Status as the Dependent Variable, 1997 (Unweighted NSGVP)

	Coefficient*
Sex (male versus female)	0.698
Age (vs. youth age 15-24 years)	
25-34	0.605
35-44	0.602
45-64	—
65+	-3.868
Highest educational attainment (vs. primary/some high school)	
High school completion	0.763
Some post-secondary	0.867
College certificate/diploma	0.922
University degree	1.164
Student (vs. not)	-1.624
Formal volunteer (vs. not)	-0.192
Constant	-1.511
-2 Log Likelihood (-2 LL)	18734
Model Chi-squared	4684
n	18301

Note: All coefficients except that for age 45-64 are significant at 1 percent level.

A key difference in the results for this regression compared to the results for employment status is that the coefficient for formal volunteer status is negative. Thus, being a formal volunteer means that it is unlikely that an individual will be employed in a traditional, full-time, permanent position. This result is consistent with the results reported earlier in this chapter — namely, that non-standard workers, particularly those working part-time and the self-employed, are more likely than workers in traditional jobs to be engaged in formal volunteer activities. However, it is still the case that the size of the coefficient on this variable is relatively small compared to the size of the coefficients for the remaining, sociodemographic variables.

As in the case of the regression results for employment status, the variable for job status entered on the 9th step in the step-wise regression. The two variables that entered after step 9 were age

25-34 and age 35-44. Based on the -2 log likelihood statistic, the "best" or most efficient model included 6 variables — the dummy variables for the two oldest age groups (negative impact), the dummy variables for college and university completion (positive), sex (positive), and student status (negative). This model correctly predicted job status in 70.6 percent of the cases, compared to 70.9 percent of the cases when all 11 variables were included.

4.6 Summary/Highlights

- The incidence of formal volunteering increases with an individual's sense of well-being and overall satisfaction with life.
- Employed individuals are more likely to engage in formal volunteer activities than are the unemployed or those not in the labour force. This higher rate among the employed is driven by significantly higher formal volunteer rates among non-standard workers — part-time, temporary, term or contract workers, casual workers, and multiple-job holders.
- While the incidence of volunteering rose between 1987 and 1997, the increase was slightly larger for the unemployed, particularly for those who had been unemployed for 3-6 months.
- Among the employed, the incidence of volunteering increased significantly for self-employed workers. Because the share of the labour force accounted for by the self-employed also increased significantly over the decade, the overall representation of this group among the volunteer population also saw a large increase. The third group for whom the incidence rate rose substantially consisted of part-time workers.
- Essentially all volunteers were motivated at least in part to volunteer for organizations representing a cause in which they believe. However, some types of individuals were also motivated by work-related reasons. This was particularly the case for the unemployed; part-time workers, especially part-timers who were full-time students; temporary, term or contact workers; and individuals with low hourly earnings.
- The most common types of skills gained through volunteering consisted of interpersonal skills, communication skills, increased knowledge, and organizational and managerial skills. Youth (age 15-24 years) and young adults (age 25-34) were the two groups most likely to report gaining these types of skills; consistent with this result is the relatively high proportion of students, especially full-time students, who reported gaining these skills. It is interesting to note, as well, that individuals with only a primary school education were least likely to report gaining new skills through volunteering.
- Unemployed individuals were more likely to report that their volunteer activities had provided them with a range of skills, particularly interpersonal skills (82 percent). In fact, very high percentages of the long-term unemployed (over one year) reported gaining interpersonal and communication skills and increased knowledge, suggesting that volunteering can play a very useful role for the long-term unemployed, by providing them with opportunities for social interaction in a work-like environment.

- Similarly, part-time and other non-standard workers (seasonal, temporary, term or contract workers, and multiple-job holders) were also more likely to report skill gains than were permanent, full-time workers. These gains were also evident for students and for involuntary part-timers.

- A surprising finding when the 1987 and 1997 survey results are compared is that there was a large drop over the decade in the percentage of respondents reporting that their volunteer activity had helped them gain skills they could apply to their job. Despite that drop, however, larger proportions of respondents reported gaining specific skills, especially interpersonal skills and communication skills. In fact, there were only small differences in 1987 across the population sub-groups in terms of perceiving skill gains as a result of volunteering. By 1997, those differences had become very large suggesting that a real shift had taken place in how the specific skills are perceived. This apparent inconsistency in the two surveys may be due to the fact that the skill needs of employers, notably interpersonal and communication skills, have received a great deal of attention in the 1990s, perhaps making people more aware of their importance.

- It is also notable that the decrease between 1987 and 1997 in the percentage of individuals who felt that they had gained skills they could apply to their job was significantly smaller for youth age 15-24 years and there was actually a gain in the percentage for individuals with some post-secondary education.

- As would be expected, a high proportion of formal volunteers who were motivated to volunteer in order to improve their job opportunities thought that volunteering would help them find a job. And, in fact, this group was significantly more likely, at close to one-third, than volunteers with other motivations to report that volunteering had indeed ever helped them find a job.

- Almost two-thirds of youth age 15-24 years thought that volunteering would help their chances of finding a job. And, indeed, almost one-quarter reported that it had ever helped them obtain employment. Similarly, one in five volunteers who were students also reported that their volunteer activities had actually helped them gain employment. Relatively high success in this regard was also reported by those with some post-secondary education and those with a university degree and by the unemployed.

- Multiple regression analysis was used to separate the effects of volunteering from other sociodemographic characteristics on employment status (employed versus unemployed and not in the labour force) and job status (employed on a permanent full-time basis versus other forms of employment).

- With respect to employment status, the most important factors were, in fact, age, education and student status. While status as a formal volunteer played a positive role, its overall contribution was small. Sociodemographic factors also played the largest role in determining job status. However, in this case, status as a formal volunteer played a negative role, though again its overall contribution was very small. This result is consistent with findings reported earlier in this report — namely, that it is individuals with a less-than-full-time, flexible work schedule who make the largest contribution to volunteering.

5. Youth Volunteering: A Path to Employment?

Volunteering is often seen as an altruistic action done for the good of the community. A well-known example of this type of volunteering is the unpaid work done through religious organizations to help those in need. As discussed in the preceding chapters, however, moral or social reasons are but two types of motivation for volunteer work. Volunteers may work without compensation for more materialistic reasons, such as acquiring work skills. Considering the high unemployment rate among youth, they may see volunteering as a way of increasing their chances of entering the labour market.

In this chapter, we will examine NSGVP data to see to what degree youth use volunteering activities to increase their skills and work experience. To assess this, we will, first, compare work-related motivation rates among youth with 1) those of older volunteers; 2) those of youth in the 1987 survey; and 3) the rates of other types of motives among youth using bivariate analyses. Analysis will also be conducted to see if motivations vary between sex groups, education levels and labour market status among the youth population. Then, using multivariate analysis, we will determine which of the different types of motives are most closely associated with higher committed volunteering among youth, and among the rest of the population.

5.1 Incidence of Volunteering

A slightly higher percentage of those aged between 15 and 24 years old participated in formal and informal volunteer activities compared to the rest of the population (Exhibit 5.1). Almost one-third of younger respondents said they had participated in formal activities, compared to 31.1 percent for the rest of the population, and 20.4 percent of youth in 1987. Nearly 77 percent of youth participate in informal activities in 1997, while 72.4 percent of their older counterparts did that same year and 60.9 percent of youth did in 1987. The rest of the population, however, volunteer both for more organizations and more hours on average than youth do in 1997.

EXHIBIT 5.1
Incidence of Volunteering, Organizations Volunteered for and Percentage Hours Volunteered, Youth Compared to the Rest of the Population, 1987 and 1997

	1987	1997	
	Youth (15-24 yrs)	Youth (15-24 yrs)	Rest of population (25 yrs and older)
Formal Volunteering	20.4	32.9	31.1
Informal Volunteering	60.9	76.6	72.4
Number of organizations volunteered for (average, past 12 months, formal volunteering only)	—*	1.6	1.8
Mean hours volunteered	—	124.7	153.7
Median hours volunteered	—	50	70

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Comparable data not available for 1987.

Exhibit 5.2 shows the formal volunteering rate of youth and the rest of the population in 1997, as well as of youth in 1987, by labour force status. In general, part-time workers are more likely to do formal volunteering. Among the 1997 youth group, the second highest volunteering rate is found among the unemployed, which was not the case in 1987. In that year, the unemployed were those who were least likely to do formal volunteering. Compared with the rest of the population, the 1997 youth who work full-time volunteer relatively less: they are in fact the youth group that is *less* likely to volunteer (in 1997) while in the rest of the population, they are the second group that is *most* likely to volunteer.

EXHIBIT 5.2
Percentage Incidence of Formal Volunteering by Labour Force Status, Youth *versus* Rest of the Population, 1997

	Full-Time Employed	Part-Time Employed	Unemployed	Not in the Labour Force
Youth 1997	26.0	41.8	33.2	31.4
Rest of Population 1997	32.3	45.8	27.7	25.7
Youth 1987	17.2	27.0	15.2	21.6

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

5.2 Reasons for Volunteering

Respondents who participated in formal volunteer activities (i.e., with an organization) were asked for the reasons they volunteered from a suggested list. As shown in Exhibit 5.3, the motive most often mentioned by respondents was "belief in cause": 92 percent of youth and 96.9 percent of the rest of the population agreed that this was the main reason why they volunteered. This was followed by "to use skills and experiences," which was identified by 82.6 and 76.9 percent of youth and older volunteers, respectively. Labour-market motives were captured mainly in two reasons: "to explore own strengths" and "to improve job opportunities." The exploration of one's strength was identified by 68 percent of youth compared to 51.4 percent of older adults. The gap is most striking with regards to the other labour market motivation: 54.4 percent of younger volunteers agreed that they volunteered to improve job opportunities, compared to 15 percent of the rest of the population. More adults volunteer for religious obligations/beliefs (30.8 percent as compared to 20.3 percent for youth) and/or because they know someone who is affected by the cause they are working for (68.9 percent as compared to 58.8 percent for youth).

EXHIBIT 5.3
Percentage Indicating Different Reasons for Volunteering, Youth *Versus* Rest of the Population, 1997

	Youth (15-24 yrs)	Rest of Population (25 yrs and Older)
Belief in cause	92.0	96.9
Personally/know someone affected	58.8	68.9
Friends volunteer	33.2	23.3
Improve job opportunities	54.4	15.0
Religious obligations/beliefs	20.3	30.8
Explore own strengths	68.0	51.4
Use skills/experiences	82.6	76.9

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

In light of these results, it appears that more youth volunteer to enter the labour market than older adults do. One may argue, however, that this can be explained by the fact that more youth are unemployed and that the rest of population includes seniors who do not seek paid employment. In Exhibit 5.4, we compare motivation rates of both age groups controlling for three labour market statuses (i.e., employed, unemployed and not in labour force). As shown, age-group differences remain across all categories. With regards to the employment-related motive "to improve job opportunities," more youth identify this reason in all statuses, although the gap is much narrower among the unemployed. About 53 percent of unemployed youth identified this as a personal motive for volunteering, compared to 32 percent of older adults. The gap between youth and the rest of the population who are not in the labour force, however, is much wider than in other labour market groups: 57.6 percent of youth compared to nine percent of older adults not in the labour force use volunteering to improve their employment opportunities. The presence of seniors in the rest of the population, and the fact that many youth who are technically neither employed nor unemployed but seek to enter the labour market, explains in part this gap. According to the last column, more non-senior adults not in the labour force volunteer to improve their job opportunities (13.6 percent) than older adults in general, but the gap remains significant with respect to youth. At any rate, it appears that more unemployed youth use volunteer activities to increase their job opportunities than the rest of the unemployed population.

EXHIBIT 5.4
Percentage of Formal Volunteers Indicating Different Reasons for Volunteering, by Age Group and Labour Force Status, 1997

	Youth (15-24 years)			Rest of population (25+ years)			Older Adults (25-64 years)		
	Employed	Unemployed	Not in labour force	Employed	Unemployed	Not in labour force	Employed	Unemployed	Not in Labour Force
Belief in cause	93.4	93.7	89.9	96.6	97.0	97.5	96.6	97.0	97.2
Personally/know someone affected	60.5	67.3	54.8	69.0	68.5	68.7	68.9	68.6	70.9
Friends volunteer	30.6	26.4	38.1	22.3	24.4	25.4	22.3	24.4	20.7
Improve job opportunities	52.1	53.2	57.6	16.5	32.1	9.0	16.7	32.2	13.6
Religious obligations/ beliefs	20.8	11.2	21.7	27.4	28.8	39.5	27.0	28.8	32.6
Explore own strengths	66.4	66.3	70.4	52.8	61.6	46.7	53.1	61.7	53.0
Use skills/experiences	82.2	92.7	81.0	77.5	84.9	74.6	77.6	85.0	77.3

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

5.2.1 Sex and Education Group Comparisons

As mentioned above, more youth participate in volunteer activities for work-related motives than older volunteers do. Significant variations, however, can be noted between sex groups and educational levels among youth themselves. In Exhibit 5.5, we can see that more female youth volunteer to improve their job opportunities (59.7 percent compared to 48.6 percent for young men), and/or to explore their own strengths (73.8 percent *versus* 61.7 percent). As shown, slightly more young women also participate in volunteering activities for religious beliefs or for a cause in which they believe. Slightly more men, however, seem to participate because their friends volunteer (34.6 percent compared to 32 percent of women).

EXHIBIT 5.5
Percentage of Formal Volunteers Indicating Different Reasons for Volunteering, by Sex, Youth, 1997

	Men	Women
Belief in cause	90.1	93.7
Personally/know someone affected	59.4	58.3
Friends volunteer	34.6	32.0
Improve job opportunities	48.6	59.7
Religious obligations/beliefs	18.9	21.5
Explore own strengths	61.7	73.8
Use skills/experiences	82.6	82.6

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Other differences can be noted among youth who have reached different educational levels. Regarding labour market related motives, statistics show that more people who have no more than a primary school education volunteer to improve their job opportunities than those who have higher education: according to Exhibit 5.6, 72 percent of those who have primary school education volunteer to improve their labour market opportunities, while this percentage varies between 48.5 and 61.3 percent for those who have reached higher education levels. Among education levels, college graduates are the least likely to volunteer in order to improve their job opportunities (48.5 percent). Among the higher educated, it is worth noting that university graduates are those who are most motivated by labour market motives. University graduates are also very motivated to volunteer to use their skills and experiences: 91.1 percent agree that they volunteer for these reasons, while between 63.8 and 84.1 percent of others agree. This is not surprising, however, if we consider the fact that educational level is directly related to the skill-level of the person. Those who have completed some post-secondary education are the most likely to volunteer to discover their own strengths (73.7 percent), followed by those who have high school education (69.6 percent).

EXHIBIT 5.6
Percentage of Formal Volunteers Indicating Different Reasons for Volunteering, by Highest Education Level, Youth, 1997

	Primary	Some HS	High school	Some post-secondary	College	University
Belief in cause	93.7	91.5	95.6	89.1	93.7	94.0
Personally/know someone affected	45.6	55.9	65.7	60.7	65.6	39.2
Friends volunteer	44.7	38.5	32.2	31.1	27.1	18.0
Improve job opportunities	72.0	55.0	52.4	54.5	48.5	61.3
Religious obligations/beliefs	24.4	22.2	23.3	17.3	19.4	11.5
Explore own strengths	60.8	67.7	69.6	73.7	57.3	60.0
Use skills/ experiences	63.8	81.5	85.2	84.1	78.0	91.1

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

Interestingly, fewer university graduates volunteer because they personally know someone who is affected, because their friends volunteer, or for religious beliefs, than other educational groups. At the other end of the scale, those who have primary school education only volunteer more because their friends volunteer and/or for religious beliefs.

5.3 Multivariate Analysis

To further assess the strengths of the different motivations among age groups, multiple regression analyses were conducted. Basically, the objectives of this procedure are to identify what are the determinants of volunteering and the motivations of those who volunteer most. Two series of multivariate tests were conducted. The first used formal volunteering (or not) as a dependent variable; the second series of tests used the number of hours of volunteering over the last year as the dependent variable.

5.3.1 Determinants of Formal Volunteering

The objective of this first series of tests is to identify the determinants of formal volunteering. Separate tests were conducted with youth from the 1997 sample, youth from the 1987 sample, and the rest of the population in the 1997 sample.[12]

Results of logistic regression tests for the three groups are shown in Exhibit 5.7. The middle column shows the results for the 1997 youth sample, which will be compared to the first and third columns. Overall, we can note that many variables are significant, as they were in previous tests. For the 1997 youth sample, it can be noted that the non-significant variables include the

[12] Contrary to earlier tests that were conducted with similar variables, income was not considered; this is due to the fact that a very high number of values were missing for this variable in the 1987 survey among the young university graduates.

urban/rural variables, some region dummy variables and some labour force dummy variables. Overall, women volunteer more in all groups (1997 youth, 1987 youth, 1997 rest of population). The same can be said for those who are more religious.

EXHIBIT 5.7
Logistic Regression Coefficients with Formal Volunteer as the Dependant Variable, Different Age Groups, 1987 and 1997 (Unweighted NSGVP Data)

	Youth (15-24 yrs) 1987	Youth (15-24 yrs) 1997	Rest of population 1997
Gender (male vs. female)	-.1058*	-2.172*	-.2100**
Highest education level (vs. primary/some high school)			
High school certificate	0.5569**	0.2780*	0.5586**
Some post-secondary	0.8528**	0.2909*	0.9590**
College certificate/diploma	1.0939**	0.2810*	0.8026**
University degree	1.9356**	0.8941**	1.5160**
Student (vs. not)	0.7778**	0.7624**	0.213**
Region (vs. Ontario)			
Atlantic	0.3893**	0.1405	-0.0378
British Columbia	0.5775**	-0.0766	0.0624
Prairies	0.7343**	0.4173**	0.4197**
Quebec	-0.088	-.4618**	-.3551**
Urban/rural (vs. rural and small urban area)			
Large urban area (>100 K pop.)	-.4177**	-0.1059	-.6262**
Urban area (>15 K and <100 K pop.)	-.2483**	0.0174	-.2674**
Religiosity (very religious vs. not)	0.9649**	0.7122**	0.5513**
Kids (children <13 yrs. vs. none)	0.2292**	-.5739**	0.0736
Household size (continuous variable)	0.0048	0.0740*	0.1172**
Labour force status (vs. NLF)			
Full-time employed	—	0.0183**	0.0236
Part-time employed	0.0556**	0.3373*	0.3640**
Unemployed	0.0294**	0.2722*	0.119
Quality of life (satisfied vs. not)	0.1136**	0.3400	0.5063**
-2 log likelihood (-2 LL)	8010.726	2902.434	18752.008
Model chi-squared	747.350**	—	1924.322**
n	6,322	2,350	15,519

* Significant at 0.05 level
** Significant at 0.01 level

With regard to region, it is interesting to note that compared to Ontario, 1997 youth from the Prairies volunteered more, while Quebec youth volunteered less. In 1987, the differences between Ontario and the Prairies also existed, but not between Ontario and Quebec. The rural/ urban variable is not significant for youth in 1997 but is for the rest of the population (1997) and for youth in 1987. For both of these comparison groups, there is more formal volunteering in rural areas than in urban or larger urban area.

In terms of labour force status, 1997 results show that part-time youth volunteer more than those not in the labour force, while there are no significant differences between those not in the labour force and the unemployed and the full-time employed. These results confirm the results in Exhibit 5.2 that showed that part-time workers are those who volunteer most. The same could be said for the rest of the population in 1997. In 1987, however, youth who were not in the labour force volunteered less than all other labour force groups, that is, the unemployed, the part-time workers and the full-time employed.

5.3.2 The Motivations of Those Who Volunteer Most in Terms of Hours

The objective of the second set of tests is to see what motivations are associated with volunteering commitment. Multiple regression analysis was used to test correlations. The dependent variable is the number of volunteering hours over the last 12 months, which is used here to indicate the commitment to volunteering.[13] Tests were conducted separately for youth and for the rest of the population. Results are shown in Exhibit 5.8.

While bivariate analysis showed that the most common reason for volunteering was belief in the cause, a multivariate test between commitment to volunteering and motives shows that youth who volunteer more are more likely to do so to use their skills and experiences, to explore their own strengths and to improve their job opportunities than those who volunteer less in terms of hours (see Exhibit 5.8). Education was also a factor: results show that youth with some post-secondary education volunteer more than those who completed some high school education.

Separate analysis conducted for the rest of the population shows that a much higher number of independent variables have a significant impact on the dependent variable than for youth. In fact, the only motive that is not significant is to improve job opportunities. This compares to the funding that this variable is among the few that are significant among youth. In other words, the results show that the youth who want to improve their job opportunities are those who volunteer most in terms of hours, while it is not the case for the rest of the population.

[13] We chose not to consider long-term commitment considering the fact that youth may have being volunteering for only a short period of time, considering their age.

EXHIBIT 5.8
Ordinary Least Squares Coefficients with Total Hours Volunteered Over Last Year as Dependent Variable, Youth *versus* Rest of Population (Unweighted NSVGP Data) 1997

	Youth (15-24 yrs)	Rest of population
(Constant)	19.422	26.652
Use skills/experiences	29.528 *	62.942**
Education		
PSE	28.027*	33.515**
High school graduate	26.314	26.424**
College	14.393	20.059**
University	9.863	38.704**
Explore own strengths	23.888*	17.088**
Improve job opportunities	23.839*	-1.139
Employment		
NLF	23.032	46.475**
Part-time employed	18.149	18.076
Full-time employed	4.465	-11.727
Friends volunteer	-17.825	-22.298**
Personally/know someone affected	15.321	15.017**
Religious obligations/beliefs	8.943	16.320**
Sex	6.701	33.184**
R^2	0.034	0.041

* Significant at 0.05 level
** Significant at 0.01 level

5.4 Impacts of Volunteering on Youth

As mentioned earlier, approximately one-third of the youth population participates in formal volunteer activities. In this section, we will assess the self-reported impacts of these activities on various labour market-related skills for youth.

According to Exhibit 5.9, the majority of youth find that their volunteering activities also had positive impacts on their interpersonal skills (83.1 percent), communication skills (77.3 percent), organizational and managerial skills (63 percent), and/or agree that these activities led to increased knowledge (68.1 percent). Most youth also agreed that they thought their volunteering work would increase their chances of finding a job (65.2 percent). Earlier it was shown that relatively more youth participate in volunteering activities to increase their chances of finding paid employment. As noted in Chapter Four, a small minority of youth said that volunteering had in fact actually helped their chances of success in a paid job (13 percent), and 23.7 percent said that it actually helped them obtain employment.

EXHIBIT 5.9
Percentage of Formal Volunteers Reporting Different Impacts of Volunteering, Youth *Versus* Rest of the Population, 1987 and 1997

	1987	1997	
	Youth (15-24 yrs)	Youth (15-24 yrs)	Rest of Population (25 yrs and older)
Skills can apply directly to a job**	51.0	45.6	32.3
Fundraising skills	37.2	45.3	37.7
Technical or office skills	28.5	34.3	23.0
Organizational and managerial skills	41.4	63.0	49.0
Increased knowledge	32.2	68.1	63.1
Communication skills	52.7	77.3	63.8
Interpersonal skills	61.6	83.1	74.7
Other skill or knowledge	15.0	14.1	12.2
Helped chances of success in paid job**	—*	13.1	9
Increased chances of finding job***	—	65.2	49.0
Helped you to obtain employment	—	23.7	10.1

Source: Calculations by Ekos and CPRN based on data from the 1987 Volunteer Activity Survey and the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Question not asked in the 1987 survey.
** Question only asked to the employed.
*** Question only asked to the unemployed.

In general, more youth than the rest of the population reported that their volunteering activities helped them improve their labour market skills. As shown in Exhibit 5.8, gaps are especially significant regarding impacts on technical or office skills (34.3 compared to 23 percent for the rest of the population), organizational and managerial skills (63 compared to 49 percent), communication skills (77.3 compared to 63.8 percent) and any new skill one may apply directly to a job (45.6 compared to 32.3 percent).

When compared to the 1987 results, it appears that more of today's young volunteers report impacts on the different skills. As shown, more of youth in 1997 report impacts, except for the skills that can apply directly to a job (45.6 percent compared to 32.3 percent in 1987), other skills or knowledge (14.1 percent compared to 15 percent in 1987) and fundraising skills (45.3 percent compared to 37.2 percent in 1987).

Exhibit 5.10 compares volunteering impact indicators for both gender groups among youth. As shown, younger women generally find that volunteering has more impacts on their work related skills, employability and success in future jobs. For example, more young women than men report that their volunteering activities provide new skills that can apply directly to a job (52.5 percent of women compared to 38.3 percent of men); 27.3 percent of young women also report that volunteering helped them obtain employment compared to 19.6 percent of men.

EXHIBIT 5.10
Percentage of Formal Volunteers Reporting Different Impacts of Volunteering, by Sex, 1997

	Men	Women
New skills can apply directly to a job	38.3	52.5
Fundraising skills	41.1	49.2
Technical or office skills	30.9	37.5
Organizational and managenal skills	58.6	67.1
Increased knowledge	63.0	72.9
Communication skills	72.3	81.9
Interpersonal skills	79.9	86.1
Other skill or knowledge	14.7	13.6
Helped chances of success in paid job	10.5	16.0
Increased chances of finding job	60.1	71.8
Helped you to obtain employment	19.6	27.3

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

EXHIBIT 5.11
Percentage of Formal Volunteers Reporting Different Impacts of Volunteering, by Highest Education level, Youth, 1997

	Primary	Some HS	High school	Some post-secondary	College	University
New skills can apply directly to a job	—*	42.5	45.5	50.8	36.0	57.2
Fundraising skills	79.0	50.8	43.1	42.4	39.8	26.5
Technical or office skills	30.2	30.6	34.8	43.7	28.6	25.3
Organizational and managerial skills	64.9	61.2	70.1	66.6	48.9	61.5
Increased knowledge	83.8	65.5	70.5	71.8	61.6	66.8
Communication skills	85.1	74.9	81.0	78.9	74.6	76.5
Interpersonal skills	83.8	78.1	87.5	84.4	87.5	88.3
Other skill or knowledge	9.6	13.4	16.5	16.5	8.4	12.5
Helped chances of success in paid job	—*	12.2	10.6	19.0	8.8	19.2
Increased chances of finding job	41.7	67.4	59.9	83.2	41.4	100
Helped you to obtain employment	13.2	20.2	20.0	30.9	23.9	27.3

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Insufficient data for analysis.

Differences in volunteer impacts for youth across education levels are shown in Exhibit 5.11. Relative to youth without a university degree, more university graduates find that their volunteering activities have had a positive impact on the skills they can apply to a job and on their chances of finding a job. Many who have post-secondary education also said that volunteering helped them find employment, while fewer of those with lower education agreed. These differences can partly be explained by the fact that many of those with post-secondary education are already in the labour market, while those with less education are not. Many respondents with primary school education only, however, said that their volunteering activities have had positive impacts on specific skills: more of them than those with higher education agreed that volunteering had impacts on their fundraising skills and communication skills. Other differences that may be noted include the following: more high school graduates said that their volunteering activities increased their organizational and managerial skills and college graduates in general reported that their volunteering activities had less impacts on their skills, employability and success in paid job.

Exhibit 5.12 shows differences in self-reported impacts of volunteering among those with different labour force statuses. Within youth groups, those not in the labour force generally agree that their volunteering activities have had a greater impact on their skills and employability. For example, 82.5 percent of volunteers not in the labour force agreed that their volunteer activities had an impact on their communication skills, compared to 74.7 percent of those who are employed and 69.1 percent of unemployed. Differences do not appear as great for the rest of the population nor do incidences of different impacts appear as great. Again, this is probably because many youth who are out of the labour of force plan to enter it in the future, while many older adults, especially the retired, do not plan to. The second hypothesis was tested by excluding seniors; as shown in the exhibit, the gaps are narrower between youth and non-senior adults who are not in the labour force.

Finally, the relation between past volunteering activities and current labour market outcomes was assessed by comparing the current labour market statuses of those who participated in volunteering activities when they were young with the labour market status of those who did not. As shown in Exhibit 5.13, youth aged between 15 and 24 were excluded from the analysis. Three age groups were distinguished: young adults (25-34), older non-senior adults (35-64) and seniors (65 and older). Volunteering behaviour when young has a minor impact on the labour force status of young and older adults. As shown, more employed adults of the two first age groups participated in volunteering activities when young than those currently unemployed or not in the labour force. Results for seniors are not has clear: less employed seniors (42.2 percent) volunteered when young than those who are unemployed (59.1 percent), but more of them did than those not in the labour force (32.7 percent).

EXHIBIT 5.12
Percentage of Formal Volunteers Reporting Different Impacts of Volunteering, by Age Group and Labour Force Status, 1997

	Youth (15-24 yrs)			Rest of population (25+ yrs)			Older Adults (25-64 years)		
	Employed	Unemployed	Not in labour force	Employed	Unemployed	Not in labour force	Employed	Unemployed	Not in Labour Force
New skills can apply directly to a job*	45.6	—	—	32.3	—	—	32.5	—	—
Fundraising skills	38.9	45.8	53.3	39.1	39.2	34.0	39.4	39.1	39.8
Technical or office skills	31.3	30.8	39.0	23.6	24.3	21.3	23.7	24.3	24.7
Organizational and managerial skills	60.4	64.5	66.0	51.6	52.3	42.3	51.8	52.4	48.5
Increased knowledge	63.5	72.8	73.0	64.3	68.0	59.6	64.3	68.1	63.5
Communication skills	74.7	69.1	82.5	65.8	70.1	57.9	66.2	70.2	63.1
Interpersonal skills	83.0	82.4	83.5	75.9	81.9	70.9	76.1	82.0	75.0
Other skill or knowledge	12.1	21.1	15.1	12.1	17.9	11.8	12.2	17.9	14.0
Helped chances of success in paid job*	12.9	—	—	9	—	—	9.1	—	—
Increased chances of finding job**	—	65.2	—	—	49.0	—	—	49.0	—
Helped you to obtain employment	27.3	20.7	19.7	11.9	16.1	4.9	12.0	16.1	6.6

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.
* Question only asked of the employed
** Question only asked of the unemployed

EXHIBIT 5.13
Percentage of Formal Volunteers Who Volunteered When Young by Current Age Group and Current Labour Force Status, 1997

	Young Adults (25-34 yrs)	Older Adults (35-64 yrs)	Seniors (65 yrs and older)
Employed	47.5	44.5	42.2
Unemployed	44.8	41.4	59.1
Not in labour force	42.8	36.0	32.7

Source: Calculations by Ekos and CPRN based on data from the 1997 National Survey of Giving, Volunteering and Participating, Statistics Canada.

5.5 Summary/Highlights

- One-third of youth (15-24 yrs) participated in formal volunteering activities in 1997, an increase of more than ten percentage points over 1987. Slightly more youth participated in volunteering activities than adults in the rest of the population in 1997. Youth volunteer for less organizations, however, and for less hours. Bivariate analyses show that youth in different labour force groups and part-time workers are most likely to volunteer, while the full-time workers are least likely.

- With regard to reasons for volunteering, it appears that more youth volunteer to improve their job opportunities, to explore their own strengths, to use their skills and experiences, or because their friends volunteer, than the rest of the population. A little more than half of young volunteers do so to improve their job opportunities. The rest of the population volunteer more because of a belief in the cause, they personally know someone that is affected, or for religious beliefs. Many more unemployed and not-in-the-labour force youth volunteer to improve their job opportunities, than those in the rest of the population.

- Among youth, more women than men volunteer to improve their job opportunities, as well as to explore their own strengths. Youth who have a primary school education also volunteer more to improve their job opportunities than those with higher education; less of them volunteer to use their skills and experiences.

- Multivariate analyses shows that women and people who are more religious tend to participate in volunteer activities. This is true for youth in 1997, as well as for the rest of the population and youth in 1987. The results also indicate that among 1997 youth, more of those who work part-time participate in volunteer activities.

- Other multivariate analyses indicate that among youth who volunteer, it is those who volunteer most in terms of hours who are most likely to do so to use their skills and experiences, to explore their own strengths or to improve their job opportunities. Higher educated youth also volunteer more in terms of hours. Among the rest of the population, the percentage reporting most motivations rises with hours of work; the motivation "to improve job opportunities," however, does not, contrary to youth.

- More youth perceived that their volunteering activities have positive impacts on their skills than volunteers in the rest of the population. Moreover, more youth in 1997 than in 1987 reported positive impacts for volunteering, except with respect to skills they can apply

directly to a job. More young women than men feel that their volunteering activities have affected work related skills, employability and success in future jobs. In terms of labour force status (1997), more youth who are not in the labour force generally report more impacts than the other youth do (employed, unemployed), while this is not the case in the rest of the population.

- Currently employed youth were somewhat more likely to have volunteered when they were younger than those who were unemployed or not in the labour force. This was also the case for those aged 25-64.

6. Conclusions

6.1 Overview

It is clear that, through their volunteer activities, Canadians make a variety of contributions to the social and economic life of this country. The voluntary sector in Canada is large and varied. Volunteers produce a range of goods and services, from fundraising to coaching, from providing care and support and environmental protection to the construction and maintenance of facilities. Volunteer activities involve millions of Canadians, each contributing several hours of their time each week, amounting to the equivalent of billions of dollars of productive activity.

Until recently, little was known about volunteering in Canada since the 1987 Volunteer Activity Survey was conducted by Statistics Canada. The 1997 National Survey of Volunteering, Giving and Participating therefore is a timely contribution to our knowledge base. This is a particularly rich source of information since it was conducted as a supplement to the October 1997 Labour Force Survey which allows analysts not only to examine how volunteering might vary according to a number of sociodemographic characteristics, but also to consider a possible link between volunteerism and the labour market. Furthermore, the 1990s has been a decade of significant change in the labour market. By comparing the results of the survey of the 1997 survey with those in 1987, it is possible to explore questions around how the links between the two may have changed over time.

The analysis summarized in this report is broad in scope. It describes in some detail how the rate of participation in volunteer activities varies by a range of demographic and labour market characteristics of individuals, and it examines variations in the commitment to volunteering and the motivations for engaging in volunteer activities. A key focus of the analysis is to examine the relationship between volunteering and the labour market characteristics of individuals. An important aspect of this analysis was to try to determine whether 1) volunteering is being used by some individuals to improve their chances of success in the labour market and 2) whether this hoped-for outcome is in fact realized.

As noted above, the 1990s has been a decade of substantial labour market change. It has been a period of relatively slow economic growth and persistently high rates of unemployment. Some groups have experienced difficulty in securing employment. One of these is youth. As a result, the analysis reported here takes a detailed look at the volunteer behaviour of youth and their labour market characteristics. A second notable labour market trend in the 1990s has been very significant growth in the share of jobs that are non-standard in nature. These kinds of jobs include those that are part-time; temporary, short-term, contract or casual; and self-employment. Again, the richness of the 1997 database allows us to examine in some detail the volunteer experiences of these groups compared to individuals employed in more traditional, full-time, permanent positions.

Each of the preceding analytical chapters concludes with a series of brief points that summarize the highlights of our findings. Rather than repeat those points here, readers who are interested in acquiring a quick summary of the analytical findings are referred to those concluding sections. What we try to do in this concluding chapter is to integrate all of those findings into an overall synopsis.

6.2 Synopsis

Almost one-third of working-age Canadians engaged in volunteering on a formal basis in 1997 and close to three-quarters participated in informal volunteer activities. This represents a slight increase over the ten-year period between 1987 and 1997, though the number of hours volunteered on average per individual decreased. Formal volunteering is somewhat higher among females than among males. It is also relatively high for individuals age 25-44. In large part, that appears to be because many in this age group have school-aged children and engage in activities such as coaching sports teams and school-related activities. Participation in volunteering also rises with education and income and is associated with religiosity, prior experience of volunteering as a youth, and other altruistic and civic behaviours such as giving to charities and participating in community activities. Increases in the incidence of volunteering since 1987 were highest for those working the fewest hours per week.

Commitment to volunteering was measured using an index based on number of hours volunteered and the number of activities and organizations in which an individual participated. Those scoring highest on this index tended to be older, well educated, married, have higher incomes and to live in western Canada. Patterns with respect to this commitment index were somewhat different than those associated with incidence — commitment tended to be higher for males, to rise with age, and was higher for married persons without children. The latter two characteristics suggest that there is a time factor at work, with families with young children having fewer hours per week available to contribute on a volunteer basis.

Overall, it was individuals who scored high in terms of their sense of well-being and satisfaction with life who participated most in volunteer activities. The incidence of volunteering was also higher among employed individuals than among the unemployed or those not in the labour force. But not all sub-groups within the employed population participated equally in volunteering. Rather, the participation rate was particularly high for part-time workers; temporary, term, contract and casual workers, and among multiple job-holders. There were also some notable changes between 1987 and 1997. While the incidence of volunteering for these groups of workers remained relatively high, their ranks were joined by the self-employed. Thus, it appears that the increase in the incidence of volunteering over the decade was fuelled in part by relatively high participation rates among non-standard workers. Flexibility in work hours and working on a less-than-full-time basis therefore appear to be factors affecting the ability of individuals to participate in volunteer activities.

Examination of the motivations for volunteering for various labour-market sub-populations begins to give us some understanding of these trends. While it is the case that virtually all volunteers donated their time to organizations representing causes in which the volunteer believed, many of these volunteers were also motivated by other factors. The groups citing work-related motivations in particular include the unemployed; part-time workers, especially part-timers who were full-time students; temporary, term or contract workers; and individuals with low hourly earnings.

Many of these individuals did in fact report that their volunteer activities had provided them with a variety of work-related skills. Most frequently cited were interpersonal skills, communication skills, increased knowledge, and organizational and managerial skills. Consistent with the finding above, youth (age 15-24 years), young adults (age 25-34), students, the unemployed, and part-time

and other non-standard workers were more likely than permanent full-time workers to report gaining these kinds of skills as a result of their volunteer activity.

Large percentages of individuals in these population sub-groups reported that they thought volunteering would help their chances of finding a job. Indeed, for many of them, their participation in volunteering did help them obtain employment. The percentage reporting this pay-off was significant in the case of youth — 25 percent of youth volunteers reported this outcome — and students (20 percent reporting that volunteering had ever helped them obtain a job). Relatively high success in this regard was also reported by those with some post-secondary education, those with a university degree, and by the unemployed.

The results of the multiple regression analysis indicate, perhaps not surprisingly, that sociodemographic factors, particularly age and education, play the strongest role in determining whether an individual is employed or not. However, status as a formal volunteer did play a small, but positive, role. Sociodemographic factors also played a determining role with respect to whether an individual was employed on a full-time permanent basis. However, in this case, status as a volunteer played a small negative role — that is, volunteers tended not to be employed on a full-time permanent basis.

We conclude from our analysis that many non-standard workers are involved in volunteer activities because they have the time to contribute to what they perceive to be worthwhile causes. An interesting question is to what extent do individuals choose to work in non-standard jobs precisely because they want the time and flexibility to be able to contribute to an organization or cause in which they believe. Also, some, forced by illness to work on a non-standard basis, also volunteer, likely for organizations related to their illness. There is a second group who are motivated at least in part to improve their job skills and who do think that their volunteering had ever helped them obtain employment. Last, there is a third group who, while not necessarily looking to secure a job, find that volunteering helps to satisfy personal needs; predominant among this group are the long-term unemployed who find that volunteering can help to provide them with opportunities for social interaction and for the use of interpersonal and communication skills that could otherwise atrophy through diminished opportunities to interact with others.

Last, an important focus of this report has been on the relationship between volunteering and labour market outcomes for youth. Here we find that more than one-third of individuals between the ages of 15 and 24 years participated in formal volunteer activities in 1997. This participation rate was somewhat higher than that for the population as a whole and represents a significant increase for youth in the 1990s. These trends are particularly evident for youth who are students, some of whom also work on a part-time basis. For many youth, volunteering is seen as a way to explore their strengths, to apply their skills and experiences, and ultimately, to improve their chances of finding a job. Furthermore, among youth who volunteer, it is those who volunteer most in terms of number of hours who report these motivations.

Many youth make a link between their volunteer activity, the acquisition of job-related skills, and their success in finding a job. And currently employed youth were somewhat more likely to have volunteered when they were younger than youth who were unemployed or not in the labour force. Together, these findings lead us to conclude that volunteering is being used by youth as one means by which they can gain the skills and experience necessary to ensure their success in the labour market. And there appears to be a pay-off for many in this group in terms of actually securing paid employment.

Appendix A

Profile of Formal and Informal Volunteers, 1997

Percentage Distribution of Formal Volunteers, Informal Volunteers, and Population 15 Years and Over, by Selected Sociodemographic Characteristics (Weighted NSGVP Data)

	Formal Volunteers	Informal Volunteers	Overall Population, 15+
Gender			
Male	45.9	47.6	49.1
Female	54.1	52.4	50.9
Age (years)			
15-24	17.5	17.5	16.7
25-34	17.6	20.6	19.4
35-44	25.1	22.6	21.5
45-54	18.9	16.8	16.7
55-64	10.3	10.9	10.8
65+	10.7	11.7	14.8
Mean age (years)	41.6	41.5	43.0
Highest education level			
Primary	4.5	8.1	10.9
Some high school	15.3	19.0	18.9
High-school certificate	17.8	18.4	18.9
Some post-secondary	14.7	13.1	12.4
College certificate/diploma	27.7	27.3	26.0
University degree	20.0	14.1	13.0
Current Student Status			
Full-time student <65 years	13.9	12.1	11.4
Part-time student <65 years	2.7	2.4	2.1
Non-student <65 years	72.4	73.6	71.5
65 years and older	11.1	11.9	15.0
Marital Status			
Single	25.4	25.9	25.9
Married/common-law	64.3	62.6	61.0
Divorced/separated/widowed	10.3	11.5	13.1
Young children			
With children < 12 years old	6.7	5.5	5
Without children < 12 years old	93.3	94.5	95.0

Appendix A *(cont.)*

	Formal Volunteers	Informal Volunteers	Overall Population, 15+
Province			
Newfoundland	2	1.9	1.9
Prince Edward Island	0.5	0.5	0.5
Nova Scotia	3.8	3.3	3.1
New Brunswick	2.8	2.6	2.5
Quebec	17.6	22.9	25.0
Ontario	38.7	38.0	37.9
Manitoba	4.6	3.9	3.6
Saskatchewan	4.8	3.7	3.2
Alberta	11.8	9.3	9.2
British Columbia	13.5	13.8	13.1
Urban-rural			
Large urban area (>100 K pop.)	42.4	57.8	49.2
Small urban area (<100 K pop.)	38.8	30.1	34.8
Rural area	18.8	12.1	16.0

Appendix B

Skills Gained Through Volunteering, 1987 and 1997

Table B.1
Skills Gained Through Formal Volunteering, by Age, 1987 and 1997

	Year	15-24	25-34	35-44	45-54	55-64	65+	Total
Skills that can apply to your job	1987	51.0	54.1	41.9	45.7	28.5	8.5	46.6
	1997	45.6	36.2	32.3	31.6	25.4	12.0	34.1
Fundraising skills	1987	37.2	34.6	37.2	34.5	31.7	22.1	33.8
	1997	45.3	39.5	41.0	39.6	35.3	26.1	39.0
Technical or office skills	1987	28.5	24.5	23.0	13.9	9.5	8.2	19.5
	1997	34.3	26.9	24.9	23.6	16.9	17.0	25.0
Organizational, managerial skills	1987	41.4	48.5	46.4	41.4	31.5	21.3	41.0
	1997	63.0	57.6	51.4	49.9	42.6	34.1	51.5
Increased knowledge	1987	32.2	32.0	31.4	29.5	25.3	20.1	29.4
	1997	68.1	65.9	64.2	65.3	60.2	55.2	64.0
Communication skills	1987	52.7	48.8	48.0	42.1	32.8	24.7	43.6
	1997	77.3	71.3	66.0	64.2	58.6	50.5	66.2
Interpersonal skills	1987	61.6	59.4	59.9	55.3	51.5	36.2	55.7
	1997	83.1	78.8	76.9	76.0	70.5	64.9	76.2
Some other skill or knowledge	1987	15.0	10.7	9.8	10.8	12.1	10.2	11.1
	1997	14.1	12.4	13.7	13.0	10.6	8.5	12.6

Appendix B *(cont.)*

Table B.2
Skills Gained Through Formal Volunteering, by Educational Attainment, 1987 and 1997

	Year	Primary*	HS	Some PS	College	University	Total
Skills that can apply to your job	**1987**	38.9	39.7	33.6	50.7	57.9	46.6
	1997	28.1	29.1	38.2	31.7	41.4	34.1
Fund-raising skills	**1987**	30.7	36.4	32.1	33.5	30.8	33.8
	1997	41.2	40.1	40.1	38.8	35.5	39.0
Technical or office skills	**1987**	9.2	19.4	24.1	23.2	18.0	19.5
	1997	22.4	24.7	31.5	25.0	23.0	25.0
Organizational, managerial skills	**1987**	26.3	38.6	41.6	43.8	48.9	41.0
	1997	46.9	53.8	56.3	50.0	52.4	51.5
Increased knowledge	**1987**	16.8	23.7	32.0	29.5	45.0	29.4
	1997	59.7	61.9	65.9	63.9	69.0	64.0
Communication skills	**1987**	26.2	41.0	45.6	47.0	51.7	43.6
	1997	62.8	65.8	70.6	66.1	66.7	66.2
Interpersonal skills	**1987**	42.3	53.7	58.3	56.9	62.7	55.7
	1997	73.0	76.1	79.2	76.8	76.5	76.2
Some other skill or knowledge	**1987**	8	10.7	12.1	10.0	13.8	11.1
	1997	10.3	11.9	14.9	11.9	14.7	12.6

* We note that the data shown in this table for 1997 differ somewhat from the data in Exhibit 4.20. This is because the 1997 survey collected data for those with high school, those with some high school, and those with only a primary school education; in 1987, individuals with some high school were grouped with those with only primary school. In order to make the data for the two years comparable, the same grouping was applied to the 1997 data for Appendix Table B.4.

Appendix B *(cont.)*

Table B.3
Skills Gained Through Formal Volunteering, by Gender, 1987 and 1997

	Year	Men	Women	Total
Skills that can appiy to your job	**1987**	47.4	45.6	46.6
	1997	32.8	35.5	34.1
Fundraising skills	**1987**	31.3	35.8	33.8
	1997	36.5	41.2	39.0
Technical or office skills	**1987**	22.2	17.4	19.5
	1997	27.2	23.1	25.0
Organizational, managerial skills	**1987**	45.7	37.4	41.0
	1997	52.3	50.8	51.5
Increased knowledge	**1987**	27.4	30.9	29.4
	1997	62.6	65.2	64.0
Communication skills	**1987**	46.8	41.1	43.6
	1997	64.8	67.3	66.2
Interpersonal skills	**1987**	57.0	54.8	55.7
	1997	75.2	77.0	76.2
Some other skill or knowledge	**1987**	10.5	11.7	11.1
	1997	12.1	13.0	12.6

Appendix B *(cont.)*

Table B.4
Skills Gained Through Formal Volunteering, By Class Of Worker, 1987 and 1997

	Year	Employee	Self-employed	Unpaid Family Business Work	Total
	1987	46.8	45.8	21.3	46.6
	1997	33.5	37.5	22.1	34.1
Fundraising skills	**1987**	34.9	28.7	30.5	34.2
	1997	39.9	35.7	40.8	39.1
Technical or office skills	**1987**	21.2	17.3	14.4	20.8
	1997	24.7	24.8	19.2	24.7
Organizational, managerial skills	**1987**	44.0	40.8	35.3	43.5
	1997	53.2	51.2	47.4	52.8
Increased knowledge	**1987**	30.7	27.0	21.1	30.2
	1997	63.8	66.0	62.8	64.2
Communication skills	**1987**	46.3	44.5	43.3	46.1
	1997	67.0	67.2	69.1	67.1
Interpersonal skills	**1987**	58.4	53.9	47.1	57.8
	1997	77.1	76.1	75.3	76.9
Some other skill or knowledge	**1987**	11.2	11.6	13.3	11.2
	1997	11.9	12.7	9.4	12.1

Appendix B *(cont.)*

Table B.5
Skills Gained Through Formal Volunteering, by Full Time or Part Time Job Status, 1987 and 1997

	Year	Full-time	Part-time	Total
Skills that can apply to your job	1987	46.1	48.7	46.6
	1997	32.2	39.6	34.1
Fundraising skills	1987	33.1	37.9	34.2
	1997	38.9	39.8	39.1
Technical or office skills	1987	20.5	21.3	20.7
	1997	23.6	27.6	24.7
Organizational, managerial skills	1987	44.1	41.7	43.5
	1997	52.1	54.8	52.8
Increased knowledge	1987	28.8	34.8	30.2
	1997	63.7	65.7	64.2
Communication skills	1987	45.3	48.6	46.0
	1997	65.6	71.1	67.1
Interpersonal skills	1987	57.1	60.2	57.8
	1997	76.0	79.4	76.9
Some other skill or knowledge	1987	10.1	14.8	11.2
	1997	11.2	14.6	12.1

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